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ABSTRACT

Job tenure is determined by the interaction of such labor demand factors as wages, hours, working conditions, job duties and responsibilities with such labor supply factors as worker preferences and on-the-job performance. At any one point in time these factors vary from one person to the next, and at different points in time different sets of forces are likely to influence the job attachment of the same individual. Nearly all of the evidence examined indicated that a strong correlation between job tenure and age existed among males, females, Negroes, and Caucasians. Other factors which influenced job tenure were military service and compulsory and voluntary retirement. Surveys were made in 1963 and 1968 which estimated the probability of working for the same employer 5 years later of employees who had 5 to 10, 10 to 15, and 15 or more years of service. In all three length of service classes, retention rates were highest for men in their thirties or forties and lowest for those over 60 years of age. (BC)

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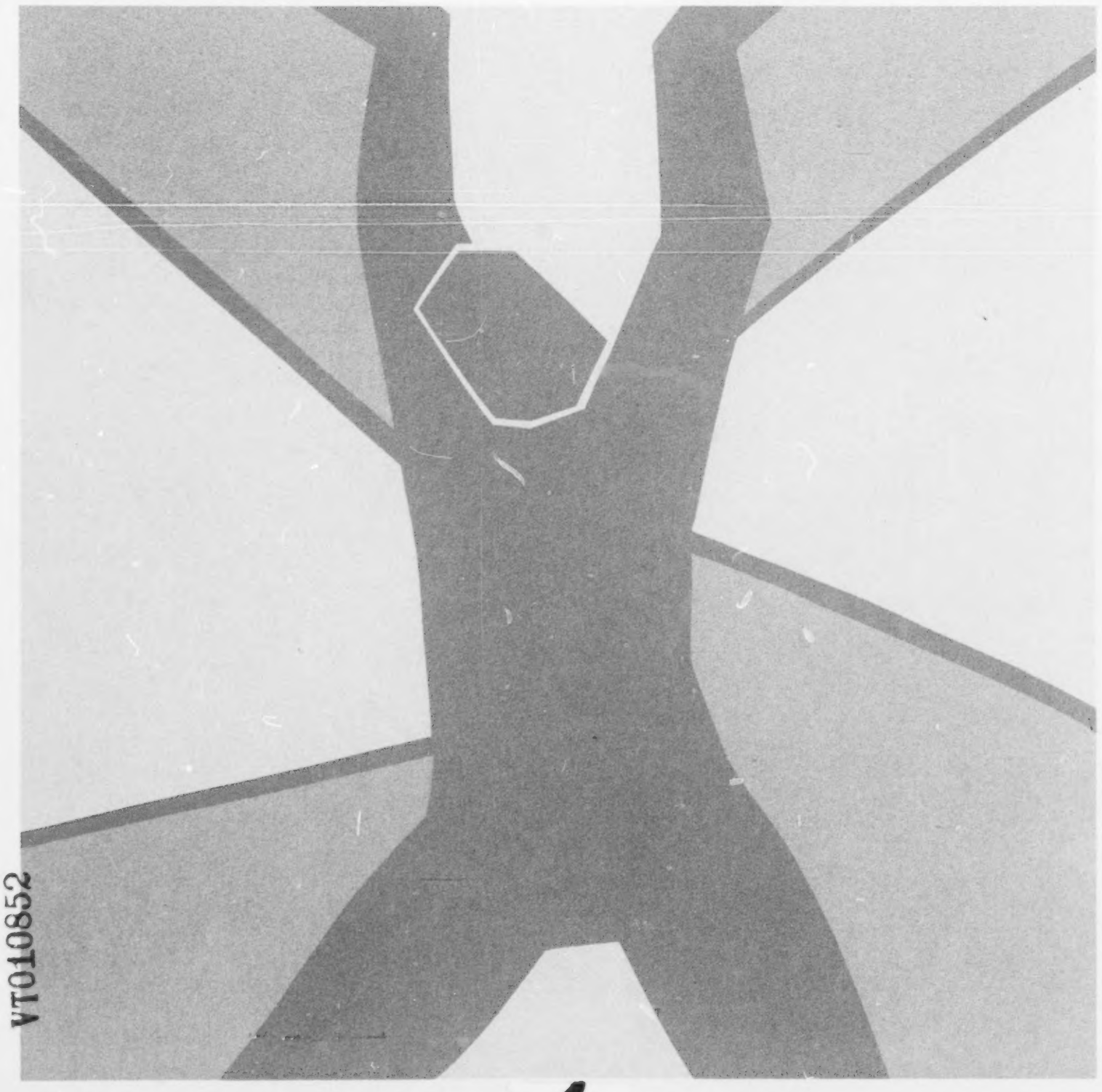

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Job tenure: how it relates to race and age

Special Labor Force Report shows that, among men, in urban nonpoverty areas time on job was longer for whites than nonwhites

EDWARD J. O'BOYLE

THE OPTION to offer or withhold his services is one of the cherished prerogatives of a worker in a free labor market. It enables him to change occupations when he is bored with his work, sets him free to switch employers when he cannot get along with his supervisors, and encourages him to break camp when better opportunities appear on the horizon. At the same time, mobility and any unemployment that may ensue are byproducts of an economic system that allows the employer to adjust his work force to changes in market demand, production techniques, and the cost of capital and labor. Further, curbing the free hand of the employer in order to control production and to eliminate joblessness frequently jeopardizes the freedom of choice of the worker. Thus, a society that prizes freedom in the labor market must pay for it in the coin of unemployment.

This trade off, over the years, prompted research into the extent of job changing, the reasons for changing jobs, the amount of unemployment between jobs, and the job attachment of workers. Clearly, job tenure research is the natural complement of job mobility studies.

Job tenure, the length of time a person has worked without interruption for the same employer, is the subject of this article. Unlike some economic indicators, tenure does not have a normative element. Thus, we do not ask whether tenure is too long or too short. Instead, we simply measure length of job attachment and discuss why it differs from one group to another.

This article is divided into four major parts. The first section discusses the determinants of tenure and its relationship to mobility. Section two presents the survey findings on the tenure of persons who were employed in January 1968.[1] The third section introduces evidence from other surveys that bears directly on the question of tenure. The last section takes up the probability that a person who had been employed in January 1963 was working for the same employer 5 years later.

Determinants of job tenure

Many factors govern the attachment of workers to their employers. At any point in time, these factors will vary from one person to the next. With the passage of time, different sets of forces are likely to influence the job attachment of the same individual. Nevertheless, all of the determinants can be classified as either labor demand or labor supply elements.

Labor demand factors	*Labor supply factors*
Wage agreement	Worker preferences
Wages	
Hours	On-the-job performance
Working conditions	
Job duties and responsibilities	

In the broadest sense, job tenure is determined by the interaction of this pair of factors.

The demand for labor at a given establishment is derived from the demand for its product or service and the productivity of its work force. In turn, the competition for labor among employers defines the general features of the wage agreement. However, specific items in the wage agreement are open to bargaining between the employer and his work crews. For example, both sides may agree to lower hourly pay rates (wages) for guaranteed employment (hours). Or an environment that is contaminated by dust, smoke, or fumes (working conditions) may be tolerated only if the employer provides personal safety equipment, health and insurance protection, or clothing allowances (wages).

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Worker preferences regarding the wage agreement are shaped by such factors as age, sex, family responsibilities, investment in education and training, health status, military obligation, and attachments to family, relatives, friends, and community. For instance, promotional opportunities and education allowances may be far more important to a young adult than retirement benefits. Or additional rest periods and convenient commuting arrangements may be more significant to a handicapped person than paid vacations or profit sharing.

Likewise, these constituents influence attitudes toward job duties and responsibilities. To illustrate, a young man may select police work over a better paying job simply because his father, and his father before him, were police officers. Or an older man may switch from long-haul trucking to engine repair because of a strong attachment to home and family.

Worker preferences aside, the employer affects job tenure through his evaluation of the worker's performance on the job. Thus tenure can be broken for reasons such as excessive absenteeism, chronic illness, or general incompetence. However, this prerogative of management usually is circumscribed by grievance procedures that protect the worker from discharge without cause.

The task of identifying the controlling element in the job tenure of any segment of the working population is complex. A lack of detailed information along the lines suggested above limits the scope of the analysis in this article. In any case this sketch will serve as a roadmap to guide the reader across the relatively unfamiliar terrain of job tenure. It is hoped that it will also suggest the path of future research.

Tenure and job mobiity

Tenure is one of several measures of job attachment. Foremost among the other types are measures of regional, occupational, and job mobility. Each contains elements of the other two, but none is more closely associated with tenure than job mobility. This section spells out the relationship between these two measures of job attachment.

Job tenure measures the length of time that an employed person has worked on the job he held at a particular time. It is a duration concept. Job mobility, on the other hand, measures the extent of job changing over a given period of time: that is, the number of persons who changed employers (jobs) at least once during a specific period of time as a proportion of all who worked. Mobility, therefore, is a rate concept.

All of the circumstances surrounding a person's work history and labor force status and, thereby, his job tenure can be reduced to four basic types. Similarly, job mobility is of two basic types. In the case of tenure, the four types are: (1) A person who worked continuously for one employer and did not experience unemployment or withdraw from the labor force for 30 days or more; (2) a person who worked for more than one employer with no loss of working time between jobs (although his tenure was broken with each change in jobs) and did not experience unemployment or withdraw from the labor force; (3) a person who worked for one employer but had his tenure broken by at least one spell of unemployment lasting 30 days or more or one period of nonparticipation in the labor force, or both; and (4) a person who worked for more than one employer and had his tenure broken by at least one spell of unemployment or one period of nonparticipation, or both.

In the case of mobility, the two types are: (1) A person who changed employers with no loss of working time, and (2) a person who had at least one spell of unemployment or one period of nonparticipation, or both, between jobs.

Thus, changing employers always severs tenure. But tenure can also be broken by a spell of unemployment or a period of nonparticipation even when the person returns to work for his former employer.

When we examine cross-sectional data for specific age-sex groups, it follows that shorter (longer) job tenure *suggests* an increase (decrease) in job mobility. Conversely, a change in the rate of mobility *points to* a change in job tenure.

Influence of age

The January 1968 findings confirmed the strong correlation between age and tenure reported in previous surveys. In general, older workers had longer tenure than younger workers (table 1). Specifically, among 18- to 64-year-old white men, 98.9 percent of the differences in tenure were correlated to differences in age. Similarly, differences

in age explained more than 90 percent of the differences in tenure among nonwhite men as well as among white and nonwhite women.

The typical teenage worker had been on the same job for 6 months at the time of the survey. For persons in their early twenties tenure was twice as long. These findings held for the four sex-color groups in the working population. The available information pointed to like patterns of tenure among young jobholders living in the poverty and nonpoverty areas of the Nation's 100 largest cities. Tenure averaged less than 1 year for women 16 to 24 years of age, whether they were married or single and whether they usually worked full time or part time.

Among all workers 25 years of age and over, several significant and consistent differences appeared. In every successive 5-year age interval, tenure was longer (or not significantly different) regardless of sex or color. Only among 65- to 69-year-old white men was tenure significantly shorter than among those who were 5 years younger. The reasons for their shorter tenure will be discussed later in the article.

WORKING MEN. Among men age 25 and over, tenure was longer for whites than nonwhites in almost every age group. The relative gap was widest for 40- to 44-year-olds, where whites had held their current job for 8.7 years or 50 percent longer than nonwhites. The survey uncovered similar but not quite as marked differences in urban nonpoverty districts. On the other hand, length of job attachment was nearly identical for white and nonwhite men living in metropolitan poverty areas. Thus, differences in tenure between residents of poverty and nonpoverty neighborhoods were much greater for whites than nonwhites.

In every 5-year age interval, average job tenure was considerably longer for men than for women. Comparing white men and women, the relative difference was greatest for 40- to 44-year-olds; men were continuously employed nearly 3 times as long as women. Among nonwhites, the largest relative difference was found in the 45- to 49-year age group, where men had been working for the same employer about twice as long as women. Comparing men and women in the same age group, the relative gap in tenure was wider between whites than nonwhites. These findings held in the nonpoverty areas of the Nation's cities but not in the poverty districts. The relative differential between white men and women was substantially smaller in distressed neighborhoods.

Table 1. Median years on current job, January 1968

Age	All persons		Men		Women	
	Men	Women	White	Nonwhite	White	Nonwhite
Median years on job	4.8	2.4	5.0	3.3	2.4	2.0
16 and 17 years	.5	.5	.5	.4	.5	(1)
18 and 19 years	.5	.5	.5	.4	.5	.4
20 to 24 years	.8	.9	.8	.7	.9	.8
25 to 29 years	2.1	1.4	2.2	1.9	1.4	1.3
30 to 34 years	3.9	1.8	4.0	3.1	1.8	1.8
35 to 39 years	5.8	2.6	6.0	4.1	2.4	3.2
40 to 44 years	8.4	3.2	8.7	5.8	3.2	3.4
45 to 49 years	10.2	4.4	10.4	8.8	4.4	4.1
50 to 54 years	12.6	6.2	12.8	10.1	6.1	6.8
55 to 59 years	14.7	8.2	14.9	11.9	8.3	7.4
60 to 64 years	15.[illegible]	9.4	15.5	11.7	9.6	8.6
65 to 69 years	12.4	10.5	12.6	11.1	10.5	(1)
70 years and over	16.0	9.1	16.3	(1)	8.7	(1)
Total employed, 16 years and over:						
Number (in thousands)	46,472	26,803	42,007	4,465	23,542	3,261
Results of simple linear regression (18 to 64 years):						
Standard error of estimate	0.668	0.862	0.634	0.775	0.931	0.667
Coefficient of determination	.987	.932	.989	.973	.924	.953
Coefficient of regression	.374	.202	.381	.296	.205	.191
Standard error	.015	.019	.014	.017	.021	.015

[1] Median not shown where base is less than 75,000.

WORKING WOMEN. Among women 25 years and over, there was no statistically significant difference in tenure for persons in the same age group, whether they were white or nonwhite and whether they lived in urban poverty or nonpoverty precincts. Among those who usually worked full time, single women had longer tenure than married women in every comparable age group. Both, in turn, were employed longer than widowed, divorced, or separated women of like ages. Among part-time workers, tenure was roughly the same for 25- to 34-year-olds and for 35- to 44-year-olds. Older married women, however, generally had longer job attachment than all others. Women who normally worked full-time schedules had been on the same job longer than those on part-time schedules. This finding held in nearly all the comparisons between women in the same age-marital status group.

Deeper exploration

The last section established a strong correlation between tenure and age. The skeptical reader might ask whether we have identified a genuine relationship or merely stumbled on a spurious as-

sociation. That is, do older persons have longer tenure simply because they are older? Or are there other differences between younger and older workers that account for the longer tenure of older persons? In this section we undertake to scrutinize this relationship by industry, occupation, and educational attainment.

INDUSTRIAL ATTACHMENT. In every major industry group for which data were available, older workers had held the same job longer than younger workers (table 2). In nondurable goods, for example, men 45 years and over had been continuously employed almost 3 times as long as 25- to 44-year-old men. Tenure for this group, in turn, was nearly 8 times as long as for the 16- to 24-year-olds. As a rule, variances were greater between age groups in the same industry than between persons of the same age in different industries. Differences of like dimensions obtained among women.

The survey also disclosed that there were no major interindustry differences in tenure for 16- to 24-year-olds of the same sex. Contrasting men and women in the same industry, no differences in tenure appeared. For the 25- to 44-year-olds, tenure was longer for men than women at work in the same industry or not significantly different. In agriculture, length of job attachment was nearly the same for both. However, in wholesale and retail trade the relative difference was more typical. Similarly, among persons 45 and over, tenure was longer for men than for women in the same industry. For nonagricultural wage and salary workers in both of the adult age groups, tenure was shortest for men working in construction and for women in trade and private households. It was longest for both in transportation and public utilities.

Table 2. Median years on current job, by major occupation, industry group and class of worker, January 1968

Industry, class of worker, and occupation	Men			Women		
	16 to 24 years	25 to 44 years	45 years and over	16 to 24 years	25 to 44 years	45 years and over
Median years, all groups	0.7	4.2	12.7	0.7	2.1	6.6
INDUSTRY AND CLASS OF WORKER						
Agriculture	1.0	6.7	21.4	(1)	6.5	15.3
Nonagricultural industries	.7	4.1	12.1	.7	2.1	6.5
Total wage and salary workers	.7	4.1	11.6	.7	2.1	6.2
Mining	(1)	5.3	13.1	(1)	(1)	(1)
Construction	.6	2.8	5.4	(1)	2.8	(1)
Manufacturing	.8	4.7	14.7	.8	2.6	8.8
Durable goods	.9	4.5	14.3	.9	2.4	8.3
Nondurable goods	.7	5.3	15.4	.8	2.8	9.1
Transportation and public utilities	.9	6.1	18.4	1.0	4.3	13.5
Wholesale and retail trade	.5	3.3	8.8	.6	1.5	4.9
Service and finance	.5	2.7	7.4	.6	2.0	5.3
Public administration	.8	5.6	12.1	.9	2.7	8.1
Self-employed workers	.8	5.0	15.2	(1)	1.9	9.7
Unpaid family workers	(1)	(1)	(1)	(1)	4.6	11.1
OCCUPATION						
Professional, technical, and kindred workers	.7	3.9	13.4	.6	2.3	9.1
Farmers and farm managers	(1)	10.8	25.4	(1)	(1)	(1)
Managers, officials, and proprietors, except farm	.9	4.7	13.3	(1)	3.1	8.9
Clerical and kindred workers	.7	5.3	14.3	.8	2.5	6.9
Sales workers	.6	3.3	9.1	.5	1.5	5.1
Craftsmen and kindred workers	.9	4.6	13.0	(1)	3.8	9.4
Operatives and kindred workers	.6	3.8	12.8	.7	2.1	7.7
Private household workers	(1)	(1)	(1)	.7	1.7	3.6
Service workers, except private household	.5	3.9	6.7	.5	1.3	3.9
Farm laborers and foremen	.9	1.4	4.2	(1)	7.0	16.2
Laborers, except farm and mine	.5	2.7	8.8	(1)	(1)	(1)

[1] Median not shown where base is less than 75,000.

OCCUPATIONAL ATTACHMENT. Generally, similar patterns of tenure appeared throughout the major occupation groups. That is, tenure was longer for older men and women in the same occupation (table 2). To illustrate, among women in clerical positions, those who were 45 and over had been on the same job 2.8 times as long as the 25- to 44-year-olds. These women, in turn, had been employed about 3 times as long as the 16- to 24-year-olds.

In every major occupation, tenure averaged less than 1 year for 16- to 24-year-old men and women alike. Among persons 25 years and over, length of employment was never significantly greater for women than men in the same age-occupation group, except for farm laborers. Among farm laborers, women between 25 and 44, as well as those who were 45 and over, had held their jobs longer than their male counterparts. Among men in the two adult age classes, farm laborers and foremen had the shortest tenure and farmers and farm managers the longest. Among women, many of whom may have been unpaid family workers, farm laborers and foremen had the longest job attachment. Service workers had the shortest tenure.

EDUCATIONAL ATTAINMENT. Comparing persons with roughly equivalent educational credentials, tenure was usually longer for older workers (table 3). This finding held for white and nonwhite men and women. Contrasting workers in the same age group, the relationship between tenure and educational attainment was not as well defined. Job attachment was neither systematically longer nor shorter in the upper versus the lower attainment

levels. In the 25- to 34-year age group especially, the influence of educational attainment was clouded because persons with more years of schooling permanently entered the labor force later in their lives than those with fewer years completed. For that reason alone their tenure was shorter. Only among white men 55 and over was there a hint of a consistent pattern. Here, men with more years of schooling had worked longer for the same employer than those with fewer years.

In every age-attainment level group for which data were available, tenure was generally longer for white men than for nonwhite men. Similarly, tenure was longer for men than for women in the same age-color-attainment level group. There was some indication, however, that job attachment for the better educated among the younger nonwhite women may be longer than for their white counterparts.

The age-tenure hypothesis

Nearly all of the evidence examined indicates a strong correlation between job tenure and age in each of the four sex-color classes. The primary reason suggested is that the typical younger worker has had very little opportunity to accumulate long, continuous service with one employer. Manifestly, this opportunity increases as a person grows older. A thorough test of the age-tenure hypothesis calls for longitudinal data not now available. Using cross-sectional data from other surveys, this section attempts to determine whether there are other factors that vary systematically with age and explain why tenure is longer for older persons.

A break in tenure almost invariably follows from a job separation (quit, layoff, or discharge). The major exception concerns the person on layoff who returns to his job within 30 days. Thus information on workers who have been separated bears directly on the question of the determinants of job tenure.

From surveys of job mobility and other research, we know why people leave their jobs, why women stop working, and why men do not work or look for work.[2] We cannot use the data on layoffs from these surveys to account for differences in tenure because length of service frequently determines whether or not a worker is laid off. The data on quits must also be rejected because some persons quit in anticipation of a layoff.

Table 3. Median years on current job, by years of school completed, January 1968

[Persons 25 years of age and over]

Age, sex, and color	Years of school completed					
	Elementary	High school		College		
	8 years or less	1 to 3 years	4 years	1 year or more	1 to 3 years	4 years or more
White men:						
25 to 34 years	2.4	2.5	3.3	2.5	2.8	2.4
35 to 44 years	5.7	7.0	8.7	6.8	7.1	6.7
45 to 54 years	10.6	12.4	12.3	10.8	9.7	11.6
55 years and over	14.4	14.5	15.1	16.3	15.6	17.1
Nonwhite men:						
25 to 34 years	2.4	2.8	2.4	2.2	3.0	1.7
35 to 44 years	3.6	4.8	5.7	5.6	(1)	(1)
45 to 54 years	9.2	10.6	10.8	5.8	(1)	(1)
55 years and over	11.1	13.7	(1)	(1)	(1)	(1)
White women:						
25 to 34 years	1.0	1.2	1.8	1.6	1.6	1.7
35 to 44 years	2.5	2.9	2.9	2.8	2.5	3.2
45 to 54 years	4.4	5.2	5.3	5.8	4.5	7.5
55 years and over	7.9	7.8	8.9	11.3	9.9	12.5
Nonwhite women:						
25 to 34 years	.9	.9	1.6	1.9	(1)	2.5
35 to 44 years	3.3	2.8	3.0	5.8	(1)	7.1
45 to 54 years	4.6	4.8	6.0	5.8	(1)	(1)
55 years and over	9.1	(1)	(1)	(1)	(1)	(1)

[1] Median not shown where base is less than 75,000.

JOB CHANGERS. About 1 out of 10 who worked at some time in 1961 changed jobs at least once during the year. Roughly the same proportion of persons with work experience in 1955 changed jobs that year. Younger workers changed jobs much more often than older workers in 1961. For men and women alike the rate of job changing was highest for those 18 to 24 years of age. Further, the rate was lower in every succeeding 10-year age interval, reaching a low point among persons 65 and over. Similar results obtained in 1955. Plainly, these findings are in line with the data on job tenure.

Returning to school is one of the important elements in the jobholding experience of young men and women. Among 14- to 17-year-olds, returning to school was the reason for 18 percent of all job separations in 1961. About 10 percent of the separations among 18- to 24-year-olds were made for this reason. The 1961 findings closely matched the findings of the 1955 survey. Thus the job tenure of younger persons is short not only because they have recently reached 16, the minimum age for most jobs but also because returning to school frequently occasions a job separation. With increasing proportions of the Nation's young people finishing high school and enrolling in college, tenure 16- to 24-year olds will remain short.

More jobs were left in 1961 to improve economic status (33 percent) than for any other reason.

This reason was more common among 18- to 44-year-old men than those 45 and over. Considering that 18 to 44 are the years when men are most likely to marry and to have growing family responsibilities, men in these ages may be more responsive to a better paying job than men further along in years, particularly when it involves moving to another community. For that reason younger men are more likely to break tenure. On the other hand, for women there was no strong evidence in 1955 or 1961 that leaving a job to improve status varied systematically with age. However, pulling up stakes may also break tenure for the working wife.

For the most part, younger men have less to lose in terms of seniority rights than older men. However, this is a circular argument because seniority rights are a direct derivative of tenure.

Tenure may be shorter for younger men for other reasons, too. In choosing between two equally qualified men with the same length of service at another establishment, the prospective employer may prefer the younger man to the older simply because he has more working years ahead of him.

Termination of a temporary job explained 13 percent of the job separations in 1961. Workers 14 to 17 years of age and those 65 and over left jobs more often for this reason than workers in the middle age groups. For some youths termination of a temporary job coincided with the end of the school year. Since most of those in school are young, this reason explains some of the difference in tenure between younger and older workers.

Termination of a temporary job, household responsibilities, and illness or disability were more often the reasons for separation among women than men of the same age. These reasons account in part for the consistently shorter tenure for women. The survey uncovered no evidence that leaving a job, but not necessarily dropping out of the labor force altogether, on account of household responsibilities played any part in the longer tenure of older compared with younger women. Similarily, there was no indication that leaving a job because of illness or disability contributed to the differences in tenure between younger and older persons, whether men or women.

NONPARTICIPANTS IN THE LABOR FORCE. Close to 850,000 married women 18 to 64 years of age left the labor force in 1962 or 1963 and had not reentered by February 1964. Of these, about 40 percent said that pregnancy was the reason they stopped working. Young women gave this reason more often than older women. This pattern stems from the general pattern of having children in the early years of marriage and to a degree accounts for the longer tenure of older women.

Illness more often than any other reason explained why older women, especially those 45 to 64, left their jobs and withdrew from the labor force. This follows from the greater risk of illness among older women which serves to narrow the gap in tenure between younger and older women.

A survey of 20- to 64-year-old men not in the labor force in February 1967 showed that for 2 of 3 of the more than 1 million who worked since 1962, illness, accident, or physical disability was the reason they left their last job. Retirement was the only other reason given with any significant frequency (19 percent) and nearly all of these responses came from 60- to 64-year-old men. Considering the central place of the work role for an adult man not in school, it is not at all surprising that the reason most of the nonparticipants with fairly recent work experience stopped working was illness or disability. Just as with women, this risk is greater for older workers and tends to reduce the variance in tenure between younger and older men.

OTHER ELEMENTS. For those with civilian jobs, military service breaks tenure. For those with no civilian work experience, entry into the Armed Forces prevents them from accumulating service with a civilian employer until a later age. In 1968 men between 16 and 24 years of age accounted for 63 percent of all persons in military service. Thus, serving in the Armed Forces explains a part of the difference in tenure between younger and older men. Military manpower requirements also work to reduce the difference in tenure between men and women in the same age group.

Tenure was shorter for 65- to 69-year-old white men than men who were 5 years younger as well as those 70 years and over. Three factors, which have to do with whether retirement at age 65 is compulsory and whether it is permanent, help to explain this difference. First, when retirement at 65 is compulsory, a break in tenure is inevitable. For all 65- to 69-year-olds who were forced to retire and who later found other jobs, tenure cannot ex-

ceed 5 years. Second, when retirement at 65 is voluntary, a break in tenure is not inevitable. Thus, it is only for those 65- to 69-year-olds who elected retirement at 65 and who later took jobs, because of inadequate retirement income or dissatisfaction with not working, that tenure cannot exceed 5 years. Third, the retirement income of long-service workers is more likely to be adequate to meet their needs. Thus, they may be more likely than short-duration employees to elect permanent retirement at age 65. This will lower the average tenure of all 65- to 69-year-olds. All three of these factors account for the shorter tenure of 65- to 69-year-olds compared with men who were 5 years younger. However, only the first and the second explain the longer tenure of men 70 and over compared with the 65- to 69-year-olds. For the older men tenure on the new job may exceed 5 years.

Two elements remain. First, labor force studies indicate that younger persons frequently move from job to job before finally settling on one. Whatever their reasons for changing jobs and whether or not their final selection is best, they may have discovered that the same conditions that led them to quit other jobs are really inherent in nearly all work situations (for example, commuting, discipline, routine). By the time they have made their final selection they may have learned to live with these conditions. Thus greater familiarity with the work role itself will contribute to longer tenure. Second, data on marital history and work experience suggest that, for the man, job changing may coincide with the death of his spouse or the breakup of his marriage. Research now under way in this area may compel us to revise our thinking about the determinants of job tenure.[3]

Remaining on the job

Actuaries and other students of retirement plans have a special interest in the probability of a worker remaining with the same employer in the future. Estimates of this type are central to the problem of calculating the cost of provisions in nonportable pension plans (a worker loses his pension rights whenever he changes jobs). Drawing data from the 1963 and 1968 surveys, the final section of this article focuses on workers with continuous service of 5 to 10, 10 to 15, and 15 years or more as of 1963 who were working for the same employer 5 years later (table 4).

The probability of remaining with the same employer varies by age and length of time on the job. For men who were 30 to 59 years old in 1963 and had a minimum of 5 years of continuous service, at least 6 out of 10 held the same job 5 years later. Among men with 5 to 10 years of service in 1963, those 45 to 49 years of age were most likely to work for the same employer in 1968. In the 10- to 15-year service group, retention rates were highest among men between 30 to 49 years old. For those with continuous service of 15 years or more in 1963, more 30- to 34-year-olds and 40- to 44-year-olds than any other age groups were employed on the same job 5 years later. Thus, in all three length-of-service classes, retention rates were highest for men in their thirties and forties. They were lowest for those over 60 years of age.

Comparing men in the same age group, the proportion working for the same employer in 1968 was not consistently higher (or lower) for those with longer (or shorter) tenure in 1963. For example, among 30- to 34-year-olds in 1963, longer service employees were more likely to stay on the same job than men with shorter service. However, this did not hold for men in their fifties.

The survey found parallel rates of retention among women. At least 6 out of 10 of those who were between 35 and 54 years of age in 1963 and had a minimum of 5 years on the same job were

Table 4. Persons employed in 1963 who worked for same employer in 1968

[In percent]

Age in January 1963	Length of time on job in 1963		
	5 to 10 years	10 to 15 years	Over 15 years
MEN			
20 to 24 years	52.4	(1)	
25 to 29 years	69.2	63.4	(1)
30 to 34 years	68.7	81.4	85.3
35 to 39 years	70.8	81.2	78.4
40 to 44 years	73.6	81.2	86.0
45 to 49 years	85.7	80.0	80.6
50 to 54 years	77.2	68.6	81.6
55 to 59 years	67.0	61.0	64.0
60 to 64 years	37.2	31.6	31.0
65 years and over	24.4	28.4	34.3
WOMEN			
20 to 24 years	49.1	(1)	
25 to 29 years	59.7	(1)	
30 to 34 years	79.6	54.0	(1)
35 to 39 years	63.1	90.2	78.1
40 to 44 years	68.3	62.8	75.8
45 to 49 years	72.4	61.1	78.1
50 to 54 years	71.3	73.9	64.9
55 to 59 years	49.9	62.2	68.0
60 to 64 years	39.8	34.4	33.3
65 years and over	31.5	(1)	32.7

[1] Percent not shown where base is less than 100,000.

working for the same employer in 1968. Rates of retention were highest in these ages and lowest for those past 60. Contrasting women in the same age group, retention rates did not vary systematically with length of service. Finally, in most age-length-of-service groups, men were more likely than women to be working for the same employer in 1968. As a rule, however, proportionately more women than men past their middle fifties held the same job in 1968 as 5 years earlier. □

FOOTNOTES

[1] This is the fourth in a series of articles on this subject. Earlier survey findings appeared in the January 1967 *Monthly Labor Review* (reprinted as Special Labor Force Report No. 77), the October 1963 *Monthly Labor Review* (reprinted as Special Labor Force Report No. 36) and in Bureau of the Census, *Current Population Reports*, Series P–50, No. 36.

[2] "Job Mobility of Workers in 1955," *Current Population Reports*, Series P–50, No. 70; Gertrude Bancroft and Stuart Garfinkle, "Job Mobility in 1961," *Monthly Labor Review*, August 1963, pp. 897–906; Carl Rosenfeld and Vera C. Perrella, "Why Women Start and Stop Working: A Study in Mobility," *Monthly Labor Review*, September 1965, pp. 1077–82; Vera C. Perrella and Edward J. O'Boyle, "Work Plans of Men Not in the Labor Force," *Monthly Labor Review*, Part I, August 1968, pp. 8–14. and Part II, September 1968, pp. 35–41.

[3] Herbert S. Parnes and others, *The Pre-Retirement Years: A Longitudinal Study of the Labor Market Experience of the Cohort of Men 45–59 Years of Age*, Volume 1 (Center for Human Resource Research, The Ohio State University, October 1968), p. 145.

This report contains, in addition to the article from the September 1969 issue of the Monthly Labor Review, the following material:

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Explanatory note

Estimates in this report are based on a supplementary question in the January 1968 Current Population Survey conducted and tabulated for the Bureau of Labor Statistics by the Bureau of the Census. The basic labor force concepts, sample design, estimating methods, and reliability of the data are described briefly in the following sections. [1]

Definitions and Explanations

Population Coverage. Each month trained interviewers collect information from a sample of about 50,000 households located in 449 areas in 863 counties and independent cities with coverage in 50 States and the District of Columbia. The estimates in this report include persons 16 years of age and over in the civilian noninstitutional population during the calendar week ending January 13, 1968. The civilian noninstitutional population excludes all members of the Armed Forces and inmates of institutions. Persons employed in the survey week were asked the question: "When did—start working at his present job (or business)?"

Employed in January 1968. Employed persons are all those who, during the survey week, (a) did any work at all as paid employees or in their own business or profession, or on their own farm, or who worked 15 hours or more as unpaid workers in an enterprise operated by a member of the family; or (b) were not working but who had jobs or businesses from which they were temporarily absent because of illness, bad weather, vacation, labor-management dispute, or personal reasons, whether or not they were paid by their employers for the time off, and whether or not they were seeking other jobs.

Job. For wage and salary workers, a job is defined in this survey as continuous employment with a single employer, even though the person may have worked at several different occupations for that employer. In Government employment, different agencies or bureaus are considered different employers. Different branches of a company that maintain separate employment offices and payrolls are also different employers. For persons who regularly work for a number of employers (such as private household and odd job workers), a job is defined as continuous employment at the particular type of work rather than work done for a particular employer. For self-employed persons, a job is defined as continuous employment in a particular type of business or professional practice in the same locality, or on a farm. For unpaid workers, a job consists of continuous employment on the family-operated farm or business.

Job Tenure. Tenure is the length of time a person has been employed continuously except for interruptions for vacation, temporary illness, labor-management dispute, short-term layoff (less than 30 days), and other temporary reasons. Conditions under which tenure may be broken are, entry into the Armed Forces, transfer to another job or employer, a layoff of 30 days or more, or withdrawal from the labor force for 30 days or more, even if a person subsequently returned to work for the same employer.

Median years on job. Median years on current job is the number of years which divides the distribution into two equal groups, so that 50 percent of the total lies below it and 50 percent above it.

[1] For a more complete description of the methodology, see Concepts and Methods Used in Manpower Statistics from the Current Population Survey (BLS Report 313).

Full-time and part-time workers. Full-time workers are persons who worked 35 hours or more during the survey week, and those who worked 1 to 34 hours but usually worked full time. Part-time workers are those who worked 1 to 34 hours during the survey week and usually worked only 1 to 34 hours. Persons with a job but not at work during the survey week are classified according to whether they usually worked full or part time.

Occupation, industry, and class of workers. The data on occupation, industry, and class of worker refer to the job held in the survey week. Persons with two jobs or more were classified in the job at which they worked the greatest number of hours in the survey week. The occupation and industry categories in this report are the major groups used in the 1960 Census of Population.

Age. The age classification is based on the age of the person at his last birthday.

Color. The term "color" refers to the division of the population into two groups, white and nonwhite. The nonwhite group includes Negroes, American Indians, Japanese, Chinese, and others.

Marital status. Women are classified into the following categories according to their marital status at the time of interview: Single, married, husband present; and other marital status. A woman was classified "married, husband present" if her husband was reported as a member of the same household even though he may have been temporarily absent on business, vacation, on a visit, in a hospital and the like at the time of interview. The term "other marital status" applies to women who are married, husband absent, widowed, or divorced.

Poverty and nonpoverty areas. Poverty areas were identified by ranking census tracts in metropolitan areas with a population of 250,000 or more on the basis of 1960 census data on income, education, skills, housing, and broken families. After adjustment for urban renewal and contiguity, 4,660 tracts in 100 cities were designated poverty areas. The remaining tracts in these cities were specified nonpoverty areas.

Sums of distribution. Sums of individual items, whether absolute numbers or percentages, may not equal totals because of independent rounding of totals and components. Percentages totals, however, are always shown as 100 percent.

Reliability of the Estimates

Estimating procedure. The estimating procedure used in this survey inflates weighted sample results to independent estimates of the civilian noninstitutional population by age, color, and sex. These independent estimates are based on statistics from the 1960 Census of Population and other data on births, deaths, immigration, emigration, and strength of the Armed Forces.

Variability. Since the estimates are based on a sample, they may differ from the figures that would have been obtained from a complete census using the same schedules and procedures. As in any survey, the results are also subject to errors of response and reporting. These may be relatively large in the case of persons with irregular attachments to the labor force.

The standard error is primarily a measure of sampling variability, that is, the variations that might occur by chance because only part of the population is surveyed. As calculated for this report, the standard error also partially measures the effect of response and reporting errors but does not reflect any systematic biases in the data. The chances are about 2 out of 3 that an estimate from the sample would differ from a complete census by less than the standard error. The chances are about 19 out of 20 that the difference would be less than twice the standard error.

Tables 1 and 2 show approximations of the standard errors in this survey. The approximations should be interpreted as indicators of the order of magnitude of the standard error, rather than a precise standard for any specific item.

Table 1. Standard error of level of monthly estimates

(In thousands)

Estimate	Standard error	Estimate	Standard error
25	6	1,000	37
50	8	2,500	59
100	12	5,000	82
250	19	10,000	114
500	26	25,000	169

The following example illustrates their use. Approximately 10,921,000 men started on their current job between January 1967 and January 1968. From table 1, the chances are about 2 out of 3 that the difference between the sample estimate and a complete census count would be less than 114,000. The chances are about 19 out of 20 that the difference would be less than 228,000.

The reliability of an estimated percentage that is based on sample data for both the enumerator and the denominator depends on the percentage and the total upon which the percentage is based. Estimated percentages are relatively more reliable than the corresponding absolute estimates of the numerator of the percentage, particulary if the percentage is large (50 percent or greater).

The tables in this report present estimates of median years on current job and the corresponding percent distributions. The sampling variability of an estimated median depends on the distribution and the total upon which the distribution is based.

Confidence limits of a median are estimated in the following manner. For one-standard-error confidence limits, determine from table 2 the standard error of the 50-percent characteristic, using the appropriate base, and then add and subtract this error from 50 percent. Two-standard-error confidence limits are found by doubling the standard error and then adding and subtracting this error from 50 percent.

For example, 5,062,000 men between 35 and 39 years of age were continuously employed for an average of 5.8 years on the job they held at the time of the survey. With base of 5,062,000 the standard error of the 50-percent characteristic is about 0.8 percent. Adding and subtracting this standard error from 50 percent yields limits of 49.2 and 50.8 percent. Since 46.3 percent of these men worked for 5 years or less on their current job and 20.2 percent were employed more than 5 but not more than 10 years, by linear interpolation the upper limit is

$$\left[\frac{50.8 - 46.3}{20.2} \times 5 \right] + 5 = 6.1.$$

The lower limit falls in the same interval (from more than 5 to 10 years) and by linear interpolation is

$$\left[\frac{49.2 - 46.3}{20.2} \times 5 \right] + 5 = 5.7.$$

Table 2. Standard error of percent

(68 chances out of 100)

Estimated percent	Base of percent (thousands)							
	100	250	500	1,000	2,500	5,000	10,000	25,000
2 or 98	1.7	1.0	0.7	0.5	0.3	0.2	0.2	0.1
5 or 95	2.6	1.6	1.2	.8	.5	.4	.3	.2
10 or 90	3.6	2.2	1.6	1.1	.7	.5	.4	.2
25 or 75	5.1	3.2	2.3	1.6	1.0	.7	.5	.3
50	5.9	3.7	2.6	1.9	1.2	.8	.6	.4

Thus the chances are about 2 out of 3 that a complete census would have shown the median to be between 5.7 and 6.1 years. Similarly, the chances are about 19 out of 20 that the median would have been between 5.5 and 6.3 years. Occasionally both limits will fall above or below the published median because the median is based on data in greater detail than the published data. In those cases, calculate the median using the provided grouped data method and use the difference between this median and the limits to compute the limits of the published median.

To illustrate, 10,530,000 men between 35 and 44 years of age were continuously employed for an average of 6.9 years on the job they held at the time of the survey. With a base of 10,530,000, the standard error of the 50-percent characteristic is about 0.6 percent. Adding and subtracting this standard error from 50 percent yields limits of 49.4 and 50.6 percent. Since 41.9 percent of these men worked for 5 years or less on their current job and 18.5 percent were employed more than 5 but not more than 10 years, by linear interpolation the upper limit is

$$\left[\frac{50.6 - 41.9}{18.5} \times 5 \right] + 5 = 7.4.$$

The lower limit falls in the same interval (from more than 5 to 10 years) and by linear interpolation is

$$\left[\frac{49.4 - 41.9}{18.5} \times 5 \right] + 5 = 7.0.$$

Thus both limits fall above the median. Using the grouped data method the median is

$$\left[\frac{50.0 - 41.9}{18.5} \times 5 \right] + 5 = 7.2.$$

The upper limit is 0.2 years above and the lower limit is 0.2 years below this median. The upper limit of the published median (6.9 years) is, therefore, 7.1 years. The lower limit is 6.7 years.

Detailed tables

Table A. Age: Tenure on current job, by sex, January 1968

(Percent distribution)

Age and sex	Total employed		Tenure on current job												Median years on job
			6 months or less	7 to 12 months	1 to 2 years	2 to 3 years	3 to 5 years	5 to 10 years	10 to 15 years	15 to 20 years	20 to 25 years	25 to 30 years	30 to 35 years	Over 35 years	
	Number (in thousands)	Percent	Period when job started												
			July 1967–Jan. 1968	Jan.–June 1967	Jan.–Dec. 1966	Jan.–Dec. 1965	Jan. 1963–Dec. 1964	Jan. 1958–Dec. 1962	Jan. 1953–Dec. 1957	Jan. 1948–Dec. 1952	Jan. 1943–Dec. 1947	Jan. 1938–Dec. 1942	Jan. 1933–Dec. 1937	Prior to Jan. 1933	
BOTH SEXES															
Total, 16 years old and over	73,275	100.0	19.1	7.8	11.3	7.9	10.2	15.1	10.0	7.1	5.0	2.7	1.5	2.3	3.8
16 and 17 years	1,859	100.0	53.7	16.6	15.0	6.6	6.5	1.7	-	-	-	-	-	-	0.6
18 and 19 years	2,977	100.0	55.9	17.1	18.2	5.9	2.1	.8	-	-	-	-	-	-	.6
20 to 24 years	8,383	100.0	39.4	13.9	19.8	11.5	11.0	4.1	0.2	-	-	-	-	-	1.0
25 to 34 years	14,789	100.0	21.2	9.4	14.9	11.6	14.6	20.1	7.0	1.0	0.1	-	-	-	2.5
25 to 29 years	7,796	100.0	24.2	10.8	16.2	12.9	15.7	17.7	2.4	.1	-	-	-	-	2.0
30 to 34 years	6,993	100.0	17.9	7.9	13.4	10.2	13.4	22.8	12.2	2.1	.1	-	-	-	3.2
35 to 44 years	16,135	100.0	13.9	7.1	10.2	7.5	10.8	18.5	15.2	10.9	4.8	0.8	(1)	0.3	5.2
35 to 39 years	7,607	100.0	15.0	7.7	11.0	8.2	11.4	19.4	16.8	8.2	2.2	.2	-	-	4.5
40 to 44 years	8,528	100.0	12.9	6.6	9.4	6.8	10.4	17.7	13.8	13.3	7.1	1.3	0.1	.6	6.2
45 to 54 years	15,828	100.0	9.6	4.7	7.9	6.4	9.5	16.9	13.3	11.9	10.2	6.1	2.4	1.2	8.6
45 to 49 years	8,351	100.0	10.9	5.0	8.3	6.7	9.8	17.6	12.8	12.3	9.9	5.2	.6	.9	7.7
50 to 54 years	7,477	100.0	8.2	4.3	7.3	6.0	9.3	16.1	13.9	11.5	10.5	7.1	4.4	1.5	9.7
55 to 64 years	10,430	100.0	7.6	3.5	5.2	4.7	7.5	15.8	13.0	11.1	10.1	6.8	5.7	9.0	12.3
55 to 59 years	6,195	100.0	7.8	3.6	5.3	5.1	7.3	16.0	13.5	11.5	10.4	7.0	5.9	6.8	12.0
60 to 64 years	4,235	100.0	7.4	3.2	5.2	4.1	7.9	15.5	12.2	10.6	9.7	6.6	5.5	12.1	12.8
65 years and over	2,874	100.0	11.2	4.0	5.4	4.7	6.7	13.4	11.6	8.8	7.9	5.7	3.1	17.4	12.1
65 to 69 years	1,722	100.0	11.0	4.8	5.7	4.5	6.0	13.7	13.3	9.3	8.7	5.7	3.2	14.0	11.7
70 years and over	1,152	100.0	11.5	2.8	4.8	5.0	7.6	13.0	9.3	8.0	6.8	5.7	3.0	22.5	13.0
MEN															
Total, 16 years old and over	46,472	100.0	16.3	7.2	9.9	7.5	9.9	15.4	10.8	8.4	6.2	3.5	2.0	2.9	4.8
16 and 17 years	1,103	100.0	54.4	16.9	14.8	6.1	5.7	2.1	-	-	-	-	-	-	0.5
18 and 19 years	1,443	100.0	55.0	16.9	17.4	5.9	3.4	1.4	-	-	-	-	-	-	.5
20 to 24 years	4,629	100.0	40.3	14.5	18.0	11.0	11.0	4.8	0.3	-	-	-	-	-	.8
25 to 34 years	10,150	100.0	17.4	8.9	14.3	11.8	15.6	22.7	8.0	1.2	0.1	-	-	-	2.8
25 to 29 years	5,301	100.0	20.6	10.5	16.4	13.4	17.0	19.5	2.5	.1	-	-	-	-	2.1
30 to 34 years	4,849	100.0	13.9	7.0	12.1	10.0	14.1	26.3	14.0	2.4	.2	-	-	-	3.9
35 to 44 years	10,530	100.0	11.0	6.3	8.3	6.5	9.8	18.5	18.2	14.1	6.0	0.9	(1)	0.4	6.9
35 to 39 years	5,062	100.0	12.2	7.0	9.2	7.4	10.5	20.2	20.4	10.3	2.7	.2	-	-	5.8
40 to 44 years	5,467	100.0	9.9	5.7	7.6	5.6	9.1	17.0	16.1	17.6	9.1	1.6	0.1	.7	8.4
45 to 54 years	9,959	100.0	7.9	3.9	6.3	5.4	8.0	14.9	13.3	14.6	13.0	8.2	3.3	1.3	11.3
45 to 49 years	5,266	100.0	8.5	4.1	6.5	5.9	8.4	15.9	13.1	15.7	13.2	6.9	.8	.9	10.2
50 to 54 years	4,693	100.0	7.1	3.6	6.2	5.0	7.5	13.7	13.4	13.4	12.7	9.7	6.0	1.7	12.6
55 to 64 years	6,711	100.0	6.2	3.3	4.2	4.3	7.0	13.6	11.7	10.5	12.1	8.5	7.5	11.0	14.8
55 to 59 years	3,949	100.0	6.3	3.3	4.0	4.6	6.5	13.8	12.1	10.8	12.7	9.1	8.0	8.7	14.7
60 to 64 years	2,762	100.0	6.0	3.2	4.4	3.8	7.8	13.3	11.1	10.1	11.3	7.7	6.9	14.4	15.1
65 years and over	1,947	100.0	10.0	3.6	5.1	5.3	6.4	12.6	9.9	7.6	8.0	6.1	3.8	21.6	13.5
65 to 69 years	1,165	100.0	10.9	4.6	5.6	5.1	6.1	12.2	11.3	8.1	8.5	6.1	4.3	17.2	12.4
70 years and over	782	100.0	8.6	2.1	4.5	5.6	6.9	13.1	7.9	6.9	7.4	6.1	3.0	28.0	16.0
WOMEN															
Total, 16 years old and over	26,803	100.0	23.9	9.0	13.7	8.8	10.7	14.5	8.5	4.9	2.9	1.3	0.6	1.3	2.4
16 and 17 years	756	100.0	52.8	16.0	15.3	7.3	7.6	1.0	-	-	-	-	-	-	0.5
18 and 19 years	1,534	100.0	56.8	17.2	19.0	5.8	.9	.3	-	-	-	-	-	-	.5
20 to 24 years	3,754	100.0	38.3	13.2	22.1	12.2	11.0	3.2	0.2	-	-	-	-	-	.9
25 to 34 years	4,639	100.0	29.6	10.7	16.0	11.2	12.3	14.5	4.9	0.7	-	-	-	-	1.6
25 to 29 years	2,495	100.0	31.8	11.4	15.9	11.7	12.9	14.0	2.2	.2	-	-	-	-	1.4
30 to 34 years	2,144	100.0	27.0	9.9	16.1	10.6	11.8	15.1	8.0	1.4	-	-	-	-	1.8
35 to 44 years	5,605	100.0	19.3	8.6	13.5	9.4	12.8	18.4	9.6	5.0	2.5	0.5	(1)	0.2	2.9
35 to 39 years	2,545	100.0	20.6	9.1	14.5	9.9	13.1	17.8	9.5	4.2	1.3	.1	-	-	2.6
40 to 44 years	3,060	100.0	18.2	8.3	12.7	9.0	12.6	19.0	9.7	5.7	3.5	.8	(1)	.4	3.2
45 to 54 years	5,869	100.0	12.5	6.0	10.4	7.9	12.2	20.2	13.4	7.3	5.5	2.5	0.9	1.0	5.1
45 to 49 years	3,085	100.0	14.9	6.6	11.5	8.2	12.1	20.4	12.3	6.4	4.2	2.3	.1	.9	4.4
50 to 54 years	2,784	100.0	10.0	5.4	9.2	7.6	12.3	20.0	14.6	8.3	6.9	2.6	1.8	1.2	6.2
55 to 64 years	3,719	100.0	10.1	3.8	7.1	5.5	8.4	19.6	15.3	12.1	6.5	3.7	2.5	5.4	8.7
55 to 59 years	2,246	100.0	10.3	4.1	7.6	5.9	8.6	19.7	15.9	12.5	6.3	3.2	2.3	3.6	8.2
60 to 64 years	1,473	100.0	9.9	3.3	6.5	4.7	8.0	19.4	14.4	11.6	6.9	4.5	2.8	8.0	9.4
65 years and over	927	100.0	13.9	4.7	5.8	3.4	7.2	15.2	15.2	11.1	7.7	5.0	1.9	8.9	10.0
65 to 69 years	557	100.0	11.3	5.1	6.1	3.1	5.9	16.9	17.3	11.7	9.1	5.1	1.0	7.3	10.5
70 years and over	370	100.0	17.6	4.1	5.4	3.9	9.0	12.7	12.1	10.3	5.7	4.9	3.1	11.1	9.1

[1] Less than 0.05 percent.

Table B. Color: Tenure on current job, by age and sex, January 1968

(Percent distribution)

Color, sex, and age	Total employed		Period when current job started												Median years on job
	Number (in thousands)	Percent	July 1967–Jan. 1968	Jan.–June 1967	Jan.–Dec. 1966	Jan.–Dec. 1965	Jan. 1963–Dec. 1964	Jan. 1958–Dec. 1962	Jan. 1953–Dec. 1957	Jan. 1948–Dec. 1952	Jan. 1943–Dec. 1947	Jan. 1938–Dec. 1942	Jan. 1933–Dec. 1937	Prior to Jan. 1933	
BOTH SEXES															
White, 16 years old and over	65,549	100.0	18.6	7.7	11.1	7.9	10.2	15.2	10.0	7.3	5.1	2.8	1.5	2.4	4.0
16 to 24 years	11,740	100.0	44.4	14.9	19.0	9.7	8.6	3.2	0.2	-	-	-	-	-	0.8
25 to 34 years	13,010	100.0	21.0	9.3	14.6	11.5	14.5	20.7	7.2	1.1	0.1	-	-	-	2.5
35 to 44 years	14,312	100.0	13.5	7.1	10.1	7.4	10.7	18.5	15.3	11.4	5.0	0.7	(1)	0.3	5.4
35 to 39 years	6,703	100.0	14.8	7.6	11.0	8.0	11.0	19.4	16.9	8.8	2.3	.2	-	-	4.6
40 to 44 years	7,609	100.0	12.4	6.6	9.2	6.7	10.3	17.7	13.9	13.7	7.4	1.3	0.1	.6	6.4
45 to 54 years	14,323	100.0	9.3	4.5	7.8	6.3	9.6	16.9	13.3	12.0	10.2	6.3	2.5	1.2	8.8
55 to 64 years	9,516	100.0	7.3	3.4	5.0	4.6	7.6	15.7	12.9	11.1	10.0	7.2	5.8	9.4	12.5
65 years and over	2,648	100.0	11.1	3.9	5.0	4.9	6.5	13.9	11.1	8.8	8.0	5.9	3.1	17.9	12.2
Nonwhite, 16 years old and over	7,726	100.0	23.0	8.9	12.3	8.6	10.4	13.8	9.5	5.6	4.3	1.6	0.9	1.2	2.8
16 to 24 years	1,479	100.0	51.2	15.7	16.7	8.0	6.5	1.8	0.1	-	-	-	-	-	0.6
25 to 34 years	1,799	100.0	22.6	10.2	17.0	12.7	14.8	15.9	5.7	1.0	-	-	-	-	2.1
35 to 44 years	1,823	100.0	16.9	7.3	10.9	8.6	12.2	18.6	14.2	7.0	3.1	1.0	-	0.3	4.1
35 to 39 years	904	100.0	16.7	8.1	10.7	9.6	13.9	19.5	16.0	4.2	1.2	.1	-	-	3.8
40 to 44 years	919	100.0	17.0	6.5	11.1	7.5	10.5	17.7	12.4	9.9	4.9	1.9	-	.5	4.6
45 to 54 years	1,505	100.0	12.5	6.0	7.9	7.1	9.2	16.4	13.6	11.1	10.3	3.8	1.3	.7	7.3
55 to 64 years	914	100.0	10.9	4.6	7.3	5.4	6.5	15.8	13.7	10.9	11.4	3.6	4.7	5.2	9.9
65 years and over	226	100.0	13.0	4.3	9.1	2.6	8.3	8.7	17.0	9.1	7.4	4.8	3.5	12.2	11.2
MEN															
White, 16 years old and over	42,007	100.0	15.8	7.1	9.8	7.4	9.8	15.5	10.9	8.7	6.4	3.6	2.0	3.0	5.0
16 to 24 years	6,344	100.0	44.8	15.1	17.8	9.4	8.7	3.9	0.2	-	-	-	-	-	0.8
25 to 34 years	9,113	100.0	17.1	9.0	14.1	11.7	15.6	23.1	8.1	1.2	0.1	-	-	-	2.8
35 to 44 years	9,502	100.0	10.4	6.3	8.2	6.4	9.6	18.6	18.4	14.7	6.3	0.9	0.1	0.3	7.2
35 to 39 years	4,555	100.0	11.6	6.9	9.0	7.3	10.1	20.3	20.8	10.9	2.8	.2	-	-	6.0
40 to 44 years	4,947	100.0	9.2	5.8	7.4	5.5	9.0	16.9	16.2	18.1	9.5	1.6	.1	.7	8.7
45 to 54 years	9,085	100.0	7.6	3.8	6.3	5.3	7.9	14.9	13.2	14.8	13.0	8.5	3.4	1.4	11.6
55 to 64 years	6,161	100.0	6.0	3.2	4.1	4.2	7.0	13.5	11.7	10.6	12.0	8.9	7.6	11.4	15.1
65 years and over	1,802	100.0	9.5	3.6	4.9	5.4	6.2	13.1	9.7	7.6	8.0	6.2	3.7	22.0	13.7
Nonwhite, 16 years old and over	4,465	100.0	21.3	8.0	10.9	8.2	10.9	14.2	10.0	6.3	5.3	2.2	1.3	1.6	3.3
16 to 24 years	831	100.0	50.6	17.2	13.8	8.1	8.4	1.8	0.1	-	-	-	-	-	0.7
25 to 34 years	1,037	100.0	19.3	7.9	16.4	12.9	15.7	19.6	6.9	1.2	-	-	-	-	2.4
35 to 44 years	1,028	100.0	16.8	6.1	10.0	7.1	11.8	18.2	16.1	8.7	3.5	1.2	-	0.5	4.6
35 to 39 years	507	100.0	16.6	7.5	10.5	8.1	13.6	19.1	17.8	4.9	1.8	.2	-	-	4.1
40 to 44 years	521	100.0	17.1	4.8	9.6	6.1	10.0	17.3	14.6	12.3	5.2	2.1	-	1.0	5.8
45 to 54 years	874	100.0	10.2	4.7	7.2	6.5	8.7	15.2	14.3	12.7	12.7	5.7	1.8	.3	9.2
55 to 64 years	550	100.0	9.0	4.2	4.9	5.5	7.5	15.0	11.3	10.2	13.7	4.8	6.6	7.3	11.8
65 years and over	145	100.0	16.1	3.4	7.4	4.0	9.4	6.0	12.1	8.1	8.1	5.4	3.4	16.8	11.6
WOMEN															
White, 16 years old and over	23,542	100.0	23.7	8.8	13.6	8.7	10.8	14.7	8.4	4.9	2.9	1.4	0.6	1.4	2.4
16 to 24 years	5,396	100.0	44.0	14.7	20.4	10.2	8.4	2.2	0.1	-	-	-	-	-	0.8
25 to 34 years	3,897	100.0	30.1	10.2	15.6	11.0	12.1	15.2	5.0	0.7	-	-	-	-	1.6
35 to 44 years	4,810	100.0	19.7	8.6	13.8	9.2	12.8	18.3	9.2	5.1	2.5	0.4	(1)	0.2	2.8
35 to 39 years	2,148	100.0	21.3	9.1	15.1	9.5	12.9	17.4	8.7	4.4	1.4	.1	-	-	2.4
40 to 44 years	2,662	100.0	18.4	8.2	12.7	9.0	12.8	19.0	9.7	5.5	3.4	.7	(1)	.4	3.2
45 to 54 years	5,238	100.0	12.2	5.8	10.6	7.9	12.5	20.5	13.5	7.2	5.3	2.6	1.0	1.0	5.2
55 to 64 years	3,355	100.0	9.7	3.6	6.7	5.5	8.8	19.9	15.1	12.2	6.4	3.9	2.6	5.7	8.8
65 years and over	846	100.0	14.5	4.6	5.3	3.8	7.2	15.4	14.1	11.1	7.9	5.3	1.7	9.3	9.8
Nonwhite, 16 years old and over	3,261	100.0	25.4	10.2	14.2	9.1	9.7	13.2	8.8	4.7	3.0	0.7	0.5	0.6	2.0
16 to 24 years	648	100.0	52.0	13.9	20.3	7.8	4.1	1.7	0.2	-	-	-	-	-	0.6
25 to 34 years	742	100.0	27.2	13.3	17.8	12.5	13.7	10.8	4.1	0.7	-	-	-	-	1.5
35 to 44 years	795	100.0	16.9	8.7	12.0	10.4	12.7	19.1	11.6	5.0	2.6	0.9	-	-	3.3
35 to 39 years	397	100.0	17.0	8.8	11.1	11.5	14.2	19.9	13.8	3.2	.5	-	-	-	3.2
40 to 44 years	398	100.0	16.9	8.6	13.0	9.3	11.2	18.3	9.5	6.8	4.6	1.7	-	-	3.4
45 to 54 years	631	100.0	15.7	7.9	8.9	8.1	9.9	18.2	12.6	8.8	7.0	1.1	0.6	1.1	4.9
55 to 64 years	364	100.0	13.6	5.2	10.8	5.2	5.0	17.1	17.1	11.8	8.1	1.8	2.1	2.1	7.8
65 years and over	81	100.0	7.4	6.2	12.3	-	6.2	13.6	25.9	11.1	6.2	3.7	3.7	3.7	11.1

[1] Less than 0.05 percent.

Table C. Marital status of female workers: Tenure on current job, by full-time or part-time status and age, January 1968

(Percent distribution)

Full-time or part-time status, marital status, and age	Period when current job started												Median years on job
	Percent	July 1967–Jan. 1968	Jan.–June 1967	Jan.–Dec. 1966	Jan.–Dec. 1965	Jan. 1963–Dec. 1964	Jan. 1958–Dec. 1962	Jan. 1953–Dec. 1957	Jan. 1948–Dec. 1952	Jan. 1943–Dec. 1947	Jan. 1938–Dec. 1942	Jan. 1933–Dec. 1937	Prior to Jan. 1933	
Total, women	100.0	23.9	9.0	13.7	8.8	10.7	14.5	8.5	4.9	2.9	1.3	0.6	1.3	2.4
Single	100.0	26.0	9.4	14.4	8.8	9.7	11.8	7.1	4.9	3.2	1.7	0.8	2.2	2.1
16 to 24 years	100.0	44.6	14.8	21.3	10.0	7.6	1.5	.1	-	-	-	-	-	.8
25 to 34 years	100.0	20.6	9.2	16.4	13.6	16.3	17.4	5.9	.7	-	-	-	-	2.3
35 to 44 years	100.0	17.4	6.9	10.6	9.1	11.8	18.9	11.4	7.8	4.2	1.1	.1	.6	4.1
45 years and over	100.0	10.9	4.8	8.0	6.1	9.4	18.6	13.2	10.2	7.1	4.1	2.2	5.4	8.0
45 to 64 years	100.0	10.0	4.7	8.6	6.6	10.1	19.2	13.1	9.9	7.0	3.9	2.3	4.7	7.7
65 years and over	100.0	15.1	5.1	4.9	3.9	6.4	16.1	13.8	11.5	7.7	4.9	1.6	8.9	9.6
Married, husband present	100.0	21.5	8.6	13.1	8.7	11.6	16.5	9.5	5.0	2.8	1.2	.5	.9	2.9
16 to 24 years	100.0	42.1	14.2	20.2	10.6	9.4	3.5	.1	-	-	-	-	-	.8
25 to 34 years	100.0	31.4	11.2	15.4	10.5	11.7	14.3	4.8	.7	-	-	-	-	1.6
35 to 44 years	100.0	19.3	9.2	14.1	9.2	13.2	18.6	9.3	4.4	2.1	.4	-	.2	2.9
45 years and over	100.0	11.9	5.2	9.2	6.9	11.0	20.2	14.9	9.0	5.4	2.7	1.3	2.2	6.5
45 to 64 years	100.0	12.0	5.3	9.3	7.1	11.1	20.5	14.9	8.9	5.3	2.6	1.2	1.9	6.4
65 years and over	100.0	11.2	3.6	8.0	2.0	9.6	12.8	16.0	10.8	8.4	5.6	2.8	9.2	11.0
Other marital status [1]	100.0	35.3	9.9	14.5	9.0	7.9	10.8	6.4	3.3	2.2	.3	.1	.3	1.4
16 to 24 years	100.0	62.7	14.8	11.8	4.5	4.8	1.2	-	-	-	-	-	-	1.4
25 to 34 years	100.0	39.7	11.2	20.0	11.5	6.1	8.0	2.7	.8	-	-	-	-	1.1
35 to 44 years	100.0	25.1	8.0	15.7	12.1	11.3	14.0	7.7	2.9	1.7	.6	-	-	2.2
45 years and over	100.0	18.0	6.4	10.6	7.4	9.1	18.3	13.8	7.7	6.7	.7	.2	1.0	4.6
45 to 64 years	100.0	18.5	6.5	10.6	7.8	9.6	18.5	11.9	7.8	7.0	.8	.3	.8	4.5
65 years and over	(2)	-	-	-	-	-	-	-	-	-	-	-	-	(2)
Usually work full time	100.0	20.7	8.7	13.7	8.7	11.2	15.6	9.3	5.4	3.3	1.5	.7	1.4	2.7
Single	100.0	21.5	8.8	14.4	8.9	10.3	13.5	8.1	5.4	3.7	1.9	1.0	2.4	2.6
16 to 24 years	100.0	40.1	15.2	23.1	11.0	8.3	2.1	.2	-	-	-	-	-	.8
25 to 34 years	100.0	19.5	9.1	16.5	13.4	16.5	18.3	6.0	.7	-	-	-	-	2.3
35 to 44 years	100.0	15.7	6.6	10.7	8.9	12.1	19.9	12.0	8.0	4.1	1.1	.1	.7	4.3
45 years and over	100.0	9.0	4.2	7.8	5.8	9.4	19.2	13.9	10.5	7.8	4.3	2.4	5.6	8.7
45 to 64 years	100.0	8.6	4.3	8.2	5.9	9.9	19.6	13.8	10.3	7.8	4.2	2.4	5.0	8.2
65 years and over	100.0	11.6	3.5	4.8	5.0	6.0	16.4	15.1	12.1	8.1	5.0	2.5	9.8	11.0
Married, husband present	100.0	18.9	8.6	13.0	8.5	12.0	17.4	10.3	5.5	3.1	1.3	.5	.9	3.1
16 to 24 years	100.0	38.1	14.4	21.4	11.9	10.4	3.8	.1	-	-	-	-	-	.9
25 to 34 years	100.0	27.4	11.0	15.3	11.1	12.5	16.4	5.4	.8	-	-	-	-	1.7
35 to 44 years	100.0	16.4	9.3	13.7	8.6	13.4	19.6	10.8	5.0	2.6	.4	-	.2	3.3
45 years and over	100.0	10.0	5.1	8.7	6.2	11.4	20.8	15.8	9.8	5.9	2.9	1.3	2.0	7.1
45 to 64 years	100.0	10.0	5.1	8.7	6.3	11.4	21.1	15.7	9.7	5.8	2.9	1.3	1.9	6.7
65 years and over	100.0	11.3	4.3	7.8	1.4	11.3	12.1	18.4	13.5	7.8	5.0	1.4	5.7	10.5
Other marital status [1]	100.0	33.1	9.9	16.2	9.0	8.2	10.7	6.2	3.7	2.3	.2	.1	.3	1.4
16 to 24 years	100.0	58.6	16.4	13.6	4.3	5.7	1.4	-	-	-	-	-	-	.5
25 to 34 years	100.0	37.5	11.1	21.6	12.1	5.4	8.3	3.2	1.0	-	-	-	-	1.0
35 to 44 years	100.0	24.0	6.1	16.7	11.5	11.5	15.1	8.0	4.5	1.9	.6	-	-	2.3
45 years and over	100.0	15.3	6.6	12.8	7.8	10.0	16.9	12.8	9.1	6.9	.3	.3	1.2	4.6
45 to 64 years	100.0	15.5	6.8	12.6	8.1	10.4	17.2	11.6	9.1	7.1	.3	.3	1.0	4.3
65 years and over	(2)	-	-	-	-	-	-	-	-	-	-	-	-	(2)
Usually work part time	100.0	34.5	9.7	13.6	8.9	9.1	11.0	5.8	3.2	1.7	.9	.4	1.2	1.4
Single	100.0	41.0	11.6	14.6	8.5	7.5	6.0	3.5	3.0	1.5	1.1	.3	1.4	.9
16 to 24 years	100.0	52.8	14.1	18.0	8.3	6.2	.6	.1	-	-	-	-	-	.5
25 to 34 years	(2)	-	-	-	-	-	-	-	-	-	-	-	-	(2)
35 to 44 years	100.0	33.7	9.6	9.6	11.5	8.7	9.6	5.8	5.8	4.8	1.0	-	-	1.8
45 years and over	100.0	19.3	7.3	8.8	7.6	9.5	16.0	9.9	8.6	4.0	3.5	.9	4.5	4.5
45 to 64 years	100.0	18.9	7.4	11.4	11.4	11.4	16.1	8.4	7.2	1.7	2.5	1.2	2.2	3.2
65 years and over	100.0	19.9	7.2	5.2	2.4	6.9	15.8	12.0	10.7	7.2	4.8	.3	7.6	7.9
Married, husband present	100.0	29.9	8.5	13.4	9.1	10.2	13.9	7.1	3.5	1.9	.8	.5	1.2	1.8
16 to 24 years	100.0	62.1	13.2	14.2	4.1	4.1	1.9	.3	-	-	-	-	-	.4
25 to 34 years	100.0	42.4	11.7	15.5	8.8	9.7	8.2	3.2	.5	-	-	-	-	.8
35 to 44 years	100.0	27.8	8.7	15.2	11.0	12.8	15.8	4.9	2.7	.8	.1	-	.2	1.8
45 years and over	100.0	17.9	5.6	10.9	9.1	10.0	18.1	12.1	6.5	4.0	2.0	1.2	2.7	4.4
45 to 64 years	100.0	18.4	5.8	11.1	9.5	10.2	18.4	12.1	6.4	3.6	1.6	1.0	1.9	4.0
65 years and over	100.0	11.0	2.8	8.3	2.8	7.3	13.8	12.8	7.3	9.2	6.4	4.6	13.8	12.1
Other marital status [1]	100.0	46.3	10.2	6.1	8.5	6.5	11.4	7.3	.8	2.0	.8	-	-	.7
16 to 24 years	(2)	-	-	-	-	-	-	-	-	-	-	-	-	(2)
25 to 34 years	(2)	-	-	-	-	-	-	-	-	-	-	-	-	(2)
35 to 44 years	(2)	-	-	-	-	-	-	-	-	-	-	-	-	(2)
45 years and over	100.0	28.2	5.9	2.4	5.9	5.9	23.5	17.6	2.4	5.9	2.4	-	-	5.3
45 to 64 years	100.0	30.0	5.1	2.6	6.4	6.4	24.4	12.8	2.6	6.4	2.6	-	-	5.0
65 years and over	(2)	-	-	-	-	-	-	-	-	-	-	-	-	(2)

[1] Includes widowed, divorced, and separated women.
[2] Percent and median years not shown where base is less than 75,000.

Table D. Industry: Tenure on current job, by class of worker and sex, January 1968

(Percent distribution)

Industry group and class of worker	Total	Period when current job started											Median years on job
		July 1967–Jan. 1968	Jan.–June 1967	Jan.–Dec. 1967	Jan.–Dec. 1965	Jan. 1963–Dec. 1964	Jan. 1958–Dec. 1962	Jan. 1953–Dec. 1957	Jan. 1948–Dec. 1952	Jan. 1943–Dec. 1947	Jan. 1938–Dec. 1942	Jan. 1933–Dec. 1937	Prior to Jan. 1933	
MEN														
All industry groups	100.0	16.3	7.2	9.9	7.5	9.9	15.4	10.8	8.4	6.2	3.5	2.0	2.9	4.8
Agriculture	100.0	13.6	5.5	5.0	4.6	7.4	12.6	9.5	8.9	9.2	7.2	4.8	11.6	10.6
Wage and salary workers	100.0	35.4	9.9	7.8	8.1	10.5	11.7	6.7	3.1	2.3	1.7	1.2	1.5	1.6
Self-employed workers	100.0	2.3	2.5	3.1	2.5	5.0	12.2	11.3	12.3	13.5	10.4	7.0	17.8	19.5
Unpaid family workers	100.0	5.3	15.9	9.7	8.0	16.8	27.4	5.3	5.3	1.8	2.7	.9	.9	4.3
Nonagricultural industries	100.0	16.5	7.3	10.2	7.7	10.1	15.6	10.9	8.4	6.0	3.2	1.8	2.3	4.6
Total wage and salary workers	100.0	17.3	7.6	10.6	7.9	10.1	15.3	10.7	8.1	5.7	3.1	1.6	1.9	4.3
Mining	100.0	12.2	5.8	6.9	8.2	10.2	14.0	14.0	10.9	8.7	3.8	2.2	2.9	6.8
Construction	100.0	25.1	9.8	9.6	7.3	11.1	14.7	9.2	6.3	3.7	1.4	.7	1.1	2.7
Manufacturing	100.0	13.5	6.7	10.4	7.7	9.7	15.7	11.6	9.4	6.5	4.3	2.3	2.2	5.5
Durable goods	100.0	13.1	6.5	11.3	8.0	9.7	15.8	11.6	9.4	6.2	4.2	2.3	1.8	5.5
Lumber and wood products, excluding furniture	100.0	22.8	7.9	11.5	8.7	9.3	14.9	10.1	4.6	5.9	1.4	.8	2.0	2.9
Furniture and fixtures	100.0	25.8	6.1	8.2	7.1	13.9	15.0	7.5	8.8	2.7	1.7	2.0	1.0	3.4
Stone, clay, and glass products	100.0	9.2	4.2	8.2	5.3	9.9	18.3	15.6	11.8	7.1	5.0	2.9	2.5	8.4
Primary metal industries	100.0	7.7	3.0	6.9	7.8	8.4	12.2	15.3	14.3	8.5	7.1	4.7	4.2	11.3
Fabricated metal products	100.0	14.9	8.3	13.0	6.5	7.9	19.1	9.2	8.1	6.6	3.3	2.2	1.0	4.8
Machinery, except electrical	100.0	12.2	6.6	13.1	7.7	11.1	16.5	10.4	8.2	5.5	4.6	2.3	1.9	4.8
Electrical machinery	100.0	13.6	7.9	12.1	9.3	9.0	16.2	12.0	8.4	5.1	4.3	1.0	1.1	4.6
Transportation equipment	100.0	12.7	6.3	11.5	8.9	9.8	14.5	12.7	9.8	6.9	3.5	2.1	1.3	5.4
Automobiles	100.0	8.9	3.9	7.3	9.2	10.3	15.4	14.1	11.4	10.0	3.5	3.7	2.2	8.2
Other transportation equipment	100.0	15.8	8.2	14.9	8.7	9.5	13.8	11.6	8.5	4.4	3.4	.7	.5	3.5
Instruments	100.0	9.9	8.5	12.7	9.6	12.5	15.0	7.1	11.9	4.5	5.4	1.7	1.1	4.5
Miscellaneous	100.0	13.7	8.6	13.3	9.0	10.2	16.9	9.8	6.3	4.3	3.9	1.2	2.7	4.1
Nondurable goods [1]	100.0	14.4	6.9	8.8	7.0	9.5	15.5	11.7	9.5	7.0	4.3	2.4	2.9	6.2
Food and kindred products	100.0	15.5	7.0	7.5	7.0	10.3	16.4	11.8	9.6	6.1	4.4	2.2	2.3	5.7
Textile mill products	100.0	14.0	8.8	11.0	6.1	10.9	14.4	10.3	7.2	6.6	4.4	2.8	3.5	4.8
Apparel and other fabricated textile products	100.0	17.2	8.6	10.0	10.4	7.5	17.2	10.8	11.5	2.9	1.1	-	2.9	3.9
Paper products	100.0	13.7	6.0	9.0	4.7	8.5	14.7	15.7	10.7	7.7	3.7	3.3	2.3	7.6
Printing, publishing, and allied industries	100.0	15.5	7.5	10.0	8.2	10.4	14.0	9.9	9.6	6.8	2.6	1.8	3.9	4.7
Chemicals and allied products	100.0	9.8	6.9	8.4	7.8	9.5	18.0	12.5	9.3	7.8	5.6	2.6	1.9	6.9
Petroleum	100.0	8.9	5.5	8.9	5.5	5.5	10.6	9.7	8.9	14.0	10.6	5.9	5.9	12.8
Rubber and plastics	100.0	19.7	4.4	8.8	8.2	7.2	11.6	11.3	11.0	7.5	5.0	2.2	3.1	5.6
Leather products	100.0	21.6	7.2	6.5	2.0	12.4	21.6	8.5	6.5	5.2	2.6	.7	5.2	5.2
Transportation and public utilities	100.0	11.1	6.2	8.7	5.3	9.2	13.5	12.6	11.9	9.4	5.7	2.6	3.8	8.6
Railroads and railway express	100.0	4.6	1.5	5.8	3.6	5.4	7.9	9.8	13.8	14.1	15.3	6.5	11.6	19.1
Other transportation	100.0	14.5	8.7	9.9	5.7	10.5	15.6	12.3	8.7	7.6	3.7	1.4	1.4	5.1
Communications	100.0	12.0	4.9	10.2	5.9	9.6	9.1	14.0	12.4	14.0	3.3	2.0	2.6	9.0
Other public utilities	100.0	9.0	5.7	7.9	5.5	9.4	16.0	14.3	15.7	6.9	3.7	2.4	3.5	8.8
Wholesale and retail trade	100.0	24.0	10.0	11.7	8.1	10.0	13.5	8.2	5.8	4.4	1.7	1.1	1.4	2.6
Wholesale	100.0	14.5	7.7	8.8	8.4	10.3	16.8	12.1	9.1	6.3	2.8	1.3	1.7	5.0
Retail	100.0	27.5	10.8	12.7	8.0	9.9	12.3	6.8	4.6	3.7	1.3	1.1	1.3	2.0
Service and finance [2]	100.0	21.4	7.9	11.8	9.8	11.1	16.1	9.3	5.3	3.6	1.5	.8	1.5	3.0
Finance, insurance, and real estate	100.0	15.0	7.7	11.5	10.1	10.6	17.2	11.5	6.6	4.1	2.2	1.1	2.4	4.2
Business and repair services	100.0	23.5	12.1	11.7	11.0	10.9	14.3	6.7	4.7	2.4	.6	.8	1.2	2.3
Private households	100.0	31.7	3.3	10.6	13.0	4.9	14.6	4.1	5.7	4.1	1.6	4.9	1.6	2.4
Personal service, excluding private household	100.0	18.8	9.7	11.1	8.5	11.1	16.7	8.4	6.5	3.6	2.6	1.0	2.0	3.3
Entertainment and recreation services	100.0	23.9	7.2	10.1	7.2	14.1	15.0	6.6	4.6	6.1	1.7	2.0	1.4	3.2
Medical and other health services	100.0	20.7	9.6	10.4	8.1	9.8	16.8	12.6	5.9	3.7	1.1	.5	.8	3.4
Welfare and religious services	100.0	18.7	11.5	12.4	11.5	11.5	17.3	6.0	3.0	3.8	2.7	.3	1.1	2.6
Educational services	100.0	26.2	4.2	12.5	9.7	11.2	15.8	9.2	4.9	3.6	1.1	.4	1.2	2.7
Other professional services	100.0	19.0	9.4	13.8	9.2	14.2	15.8	9.0	3.5	2.5	1.2	.9	1.4	2.8
Public administration	100.0	9.3	5.0	10.5	7.1	10.1	19.2	14.7	11.3	7.3	3.5	1.2	.9	7.2
Postal service and Federal public adminstration	100.0	7.9	5.2	10.6	6.4	9.6	19.1	13.0	13.0	9.3	4.0	1.2	.6	7.8
Postal service	100.0	7.5	3.6	10.5	6.6	8.2	18.1	14.9	12.9	11.5	3.1	1.9	1.3	8.9
Federal public administration	100.0	8.1	6.3	10.7	6.2	10.6	19.8	11.7	13.0	7.9	4.7	.7	.2	6.5
State and local public administration	100.0	11.1	4.6	10.3	8.0	10.8	19.4	16.8	9.1	4.7	2.8	1.2	1.2	6.4
State	100.0	11.4	4.8	13.2	7.4	11.4	20.4	17.6	7.4	3.1	1.8	1.3	.3	5.4
Local	100.0	11.0	4.5	8.9	8.3	10.5	19.0	16.4	9.9	5.5	3.3	1.2	1.6	6.5
Self-employed workers	100.0	7.8	4.2	5.6	5.5	9.9	18.6	13.4	11.5	9.7	4.2	3.2	6.3	9.5
Unpaid family workers	([3])	-	-	-	-	-	-	-	-	-	-	-	-	([3])

See footnotes at end of table.

Table D. Industry: Tenure on current job, by class of worker and sex, January 1968—Continued

(Percent distribution)

Industry group and class of workers	Total	Period when current job started											Median years on job
		July 1967–Jan. 1968	Jan.–June 1967	Jan.–Dec. 1967	Jan.–Dec. 1965	Jan. 1963–Dec. 1964	Jan. 1958–Dec. 1962	Jan. 1953–Dec. 1957	Jan. 1948–Dec. 1952	Jan. 1943–Dec. 1947	Jan. 1938–Dec. 1942	Jan. 1933–Dec. 1937	Prior to Jan. 1933	
WOMEN														
All industry groups	100.0	23.9	9.0	13.7	8.8	10.7	14.5	8.5	4.9	2.9	1.3	0.6	1.3	2.4
Agriculture	100.0	14.6	4.6	6.4	4.6	7.7	16.3	12.8	11.9	6.8	6.2	3.3	4.6	8.6
Wage and salary workers	100.0	44.2	5.4	7.0	7.8	7.8	17.8	4.7	3.1	.8	1.6	-	-	1.1
Self-employed workers	100.0	1.0	4.2	12.5	4.2	6.2	13.5	14.6	14.6	9.4	5.2	5.2	9.4	13.5
Unpaid family workers	100.0	3.5	4.4	3.5	3.1	8.3	16.7	16.7	15.8	9.2	9.2	4.4	5.3	13.4
Nonagricultural industries	100.0	24.0	9.0	13.8	8.8	10.8	14.5	8.4	4.8	2.8	1.2	.6	1.3	2.3
Total wage and salary workers [4]	100.0	24.6	9.2	14.1	9.0	10.7	14.3	8.2	4.5	2.6	1.1	.5	1.1	2.2
Construction	100.0	22.1	14.4	8.7	9.7	12.8	20.0	5.1	3.6	3.1	.5	-	-	2.5
Manufacturing	100.0	18.4	9.5	13.8	8.4	10.2	15.6	10.0	6.6	4.0	1.3	.7	1.4	2.9
Durable goods [5]	100.0	18.2	9.5	16.2	9.1	9.6	15.0	9.4	6.6	3.5	1.3	.7	.8	2.8
Furniture and fixtures	100.0	25.3	9.9	16.5	5.5	6.6	22.0	5.5	4.4	3.3	-	-	1.1	2.0
Stone, clay, and glass products	100.0	14.6	9.4	10.4	10.4	11.5	11.5	9.4	11.5	7.3	-	1.0	3.1	4.0
Primary metal industries	100.0	21.3	6.7	13.5	5.6	6.7	10.1	5.6	20.2	9.0	-	-	1.1	4.0
Fabricated metal products	100.0	19.4	7.2	18.8	11.9	8.2	16.3	6.9	6.9	2.5	.9	.3	.6	2.3
Machinery, except electrical	100.0	17.8	13.1	15.0	12.1	7.6	15.6	7.6	4.8	1.9	2.2	1.9	.3	2.3
Electrical machinery	100.0	18.5	8.3	13.8	10.1	12.4	15.8	10.4	6.7	1.5	1.5	.5	.4	2.9
Transportation equipment	100.0	18.7	8.3	24.7	3.1	7.3	9.7	13.2	5.2	6.9	1.4	1.0	.3	2.0
Automobiles	100.0	21.1	3.3	13.3	1.1	6.7	5.6	20.0	4.4	15.6	4.4	3.3	1.1	9.2
Other transportation equipment	100.0	17.7	10.6	29.8	4.0	7.6	11.6	10.1	5.6	3.0	-	-	-	1.7
Instruments	100.0	11.9	12.6	15.7	8.8	10.7	15.1	11.3	6.3	5.7	.6	-	1.3	3.2
Miscellaneous	100.0	18.7	9.9	13.5	8.3	7.3	19.3	9.9	2.6	4.7	2.1	.5	3.1	3.0
Nondurable goods	100.0	18.5	9.5	11.9	7.8	10.6	16.1	10.4	6.7	4.5	1.4	.7	1.9	3.5
Food and kindred products	100.0	18.2	8.8	11.6	8.8	9.7	16.6	10.0	6.6	6.6	1.9	1.2	-	3.5
Textile mill products	100.0	17.2	8.4	9.0	9.4	11.4	14.4	9.6	8.6	5.4	1.6	1.6	3.2	4.0
Apparel and other fabricated textile products	100.0	18.4	9.7	12.4	6.2	11.4	17.7	12.0	6.4	3.3	1.2	.3	.9	3.6
Paper products	100.0	15.5	5.4	14.9	5.4	8.9	19.0	13.1	10.1	5.4	.6	-	1.8	5.0
Printing, publishing, and allied industries	100.0	24.3	9.5	12.4	8.7	10.7	12.1	5.8	9.0	4.9	.6	.6	1.4	2.5
Chemicals and allied products	100.0	15.3	10.6	14.0	10.2	10.2	20.9	11.1	2.1	2.6	1.3	-	1.7	3.0
Rubber and plastics	100.0	19.9	12.2	13.8	7.7	8.8	12.7	10.5	4.4	4.4	-	-	5.5	2.5
Leather products	100.0	15.8	10.2	8.7	9.7	10.7	17.3	11.7	4.1	4.1	2.6	1.5	3.6	4.2
Other nondurable products	(3)	-	-	-	-	-	-	-	-	-	-	-	-	(3)
Transportation and public utilities	100.0	19.3	9.0	14.2	8.1	10.7	12.0	9.1	5.7	4.7	1.9	1.2	4.0	3.0
Transportation	100.0	22.9	9.2	17.1	11.1	10.5	10.2	8.9	2.9	3.5	1.3	.3	2.2	2.2
Communications	100.0	19.1	8.1	14.0	7.0	10.9	10.8	8.7	7.0	5.8	2.6	1.7	4.3	3.3
Other public utilities	100.0	12.2	12.2	8.6	5.8	10.1	20.9	11.5	7.2	2.9	.7	1.4	6.5	5.6
Wholesale and retail trade	100.0	28.6	9.9	14.7	9.2	10.5	13.1	6.7	3.4	1.8	1.0	.4	.8	1.9
Wholesale	100.0	20.5	9.6	16.7	9.1	11.4	12.6	10.4	3.7	2.2	2.4	.2	1.2	2.3
Retail	100.0	29.5	10.0	14.5	9.2	10.4	13.2	6.2	3.4	1.7	.8	.4	.7	1.8
Service and finance [2]	100.0	27.1	8.7	14.1	9.2	11.1	13.9	7.6	3.7	2.1	1.1	.4	1.0	2.1
Finance, insurance, and real estate	100.0	22.8	10.7	16.4	10.7	10.0	13.2	8.0	3.5	2.1	1.7	.1	.8	2.1
Business and repair services	100.0	31.6	11.4	13.4	9.9	10.3	12.2	5.4	3.1	1.4	1.0	.2	.2	1.6
Private households	100.0	31.4	7.8	11.7	9.9	10.5	11.9	7.0	4.1	2.8	1.0	.8	1.2	1.9
Personal service, excluding private household	100.0	28.2	11.6	14.0	8.2	10.9	11.4	6.8	4.7	2.3	.6	.2	1.1	1.7
Entertainment and recreation services	100.0	36.6	9.7	16.1	5.4	7.5	14.5	3.2	3.2	1.6	2.2	-	-	1.2
Medical and other health services	100.0	22.4	11.6	15.8	9.1	12.7	14.7	7.5	3.6	1.6	.6	.2	.2	2.1
Welfare and religious services	100.0	22.1	10.6	16.0	7.0	15.4	14.0	8.4	2.2	1.7	1.4	-	1.1	2.2
Educational services	100.0	29.1	4.5	13.3	8.9	10.2	15.5	8.4	3.9	2.5	1.2	.7	1.7	2.3
Other professional services	100.0	30.2	9.8	10.4	10.0	13.2	13.6	7.3	2.7	1.4	.7	-	.9	1.9
Public administration	100.0	17.5	8.0	14.8	8.9	10.6	16.9	11.4	5.7	3.1	1.4	1.0	.7	3.2
Postal service and Federal public administration	100.0	15.2	8.4	17.0	8.7	9.4	16.2	11.2	7.9	3.6	1.2	.5	.7	3.2
Postal service	100.0	13.0	7.4	24.1	9.3	11.1	12.0	9.3	9.3	.9	.9	1.9	.9	2.7
Federal public administration	100.0	15.7	8.6	15.5	8.6	9.0	17.1	11.6	7.6	4.2	1.2	.2	.6	3.4
State and local public administration	100.0	19.7	7.6	12.8	9.0	11.8	17.5	11.5	3.6	2.7	1.6	1.4	.8	3.2
State	100.0	16.7	10.9	14.9	6.8	10.9	17.6	11.8	.9	2.7	3.6	2.7	.5	3.2
Local	100.0	21.3	5.8	11.6	10.2	12.3	17.4	11.4	5.1	2.7	.5	.7	1.0	3.2
Self-employed workers	100.0	17.3	6.9	8.6	6.2	10.3	17.7	11.2	8.2	5.2	2.9	1.2	4.3	5.2
Unpaid family workers	100.0	8.0	7.1	7.8	5.9	12.4	18.5	14.6	11.2	8.0	2.3	1.8	2.3	7.0

[1] Includes tobacco, not shown separately.
[2] Includes forestry and fisheries, not shown separately.
[3] Percent and median not shown where base is less than 75,000.
[4] Includes mining, not shown separately.
[5] Includes lumber, not shown separately.

Table E. Industry of workers in selected age groups: Tenure on current job, by class of worker and sex, January 1968

(Percent distribution)

Industry group, class of worker, age, and sex	Total	Period when current job started											Median years on job
		July 1967–Jan. 1968	Jan.–June 1967	Jan.–Dec. 1966	Jan.–Dec. 1965	Jan. 1963–Dec. 1964	Jan. 1958–Dec. 1962	Jan. 1953–Dec. 1957	Jan. 1948–Dec. 1952	Jan. 1943–Dec. 1947	Jan. 1938–Dec. 1942	Jan. 1933–Dec. 1937	Prior to Jan. 1933	
MEN														
Total, 16 to 24 years old	100.0	45.5	15.4	17.4	9.2	8.6	3.7	0.2	-	-	-	-	-	0.7
Agriculture	100.0	36.2	13.6	10.0	11.6	14.7	12.3	1.5	-	-	-	-	-	1.0
Nonagricultural industries	100.0	46.0	15.5	17.8	9.1	8.3	3.2	.1	-	-	-	-	-	.7
Wage and salary workers	100.0	46.1	15.5	17.9	9.1	8.1	3.2	.1	-	-	-	-	-	.7
Mining	(1)	-	-	-	-	-	-	-	-	-	-	-	-	(1)
Construction	100.0	48.3	17.4	11.6	8.2	10.0	4.5	-	-	-	-	-	-	.6
Manufacturing	100.0	40.6	14.4	20.5	11.0	9.5	3.9	.1	-	-	-	-	-	.8
Durable goods	100.0	39.0	14.0	21.7	11.2	10.0	3.8	.2	-	-	-	-	-	.9
Nondurable goods	100.0	43.3	15.0	18.5	10.7	8.6	3.9	-	-	-	-	-	-	.7
Transportation and public utilities	100.0	35.1	18.5	22.0	9.1	12.2	3.0	-	-	-	-	-	-	.9
Wholesale and retail trade	100.0	50.5	15.5	17.0	7.8	6.3	2.7	.2	-	-	-	-	-	.5
Service and finance [2]	100.0	52.0	15.1	15.0	8.5	6.8	2.7	-	-	-	-	-	-	.5
Finance, insurance, and real estate	100.0	39.6	17.0	21.2	6.5	13.8	1.8	-	-	-	-	-	-	.8
Other service, including private household	100.0	54.4	14.8	13.7	8.8	5.5	2.8	-	-	-	-	-	-	.6
Public administration	100.0	41.0	18.5	23.9	7.3	6.3	1.5	.5	-	-	-	-	-	.8
Self-employed workers	100.0	43.8	14.0	14.0	9.1	14.0	4.1	.8	-	-	-	-	-	.8
Unpaid family workers	(1)	-	-	-	-	-	-	-	-	-	-	-	-	(1)
Total, 25 to 44 years old	100.0	14.1	7.6	11.3	9.1	12.6	20.6	13.2	7.8	3.1	0.5	(3)	0.2	4.2
Agriculture	100.0	15.6	6.0	7.1	6.3	8.5	18.8	17.0	11.2	7.7	1.5	0.1	0.1	6.7
Nonagricultural industries	100.0	14.1	7.6	11.5	9.2	12.8	20.7	13.0	7.6	2.9	.4	(3)	.2	4.1
Wage and salary workers	100.0	14.3	7.7	11.6	9.4	12.6	20.5	12.9	7.6	2.9	.4	(3)	.2	4.1
Mining	100.0	12.0	4.6	6.9	10.6	14.7	16.6	18.0	10.1	5.5	.5	-	.5	5.3
Construction	100.0	23.1	9.0	10.9	8.3	12.8	17.9	10.3	5.6	1.8	.3	-	-	2.8
Manufacturing	100.0	11.5	7.1	11.5	8.9	12.3	21.4	13.8	9.3	3.4	.5	(3)	.2	4.7
Durable goods	100.0	11.4	7.0	12.4	9.4	12.5	20.9	13.5	9.0	3.1	.6	-	.2	4.5
Nondurable goods	100.0	11.8	7.3	9.7	7.8	11.8	22.5	14.4	9.7	4.1	.4	.1	.2	5.3
Transportation and public utilities	100.0	10.7	7.3	9.8	6.0	11.3	18.5	16.5	13.3	5.3	1.0	-	.3	6.1
Wholesale and retail trade	100.0	16.9	9.7	11.2	10.0	13.1	19.9	10.9	5.2	2.7	.3	-	.1	3.3
Service and finance [2]	100.0	18.4	8.3	13.8	12.1	13.5	19.8	9.3	3.6	.9	.1	(3)	.1	2.7
Finance, insurance, and real estate	100.0	13.4	8.6	13.3	13.9	12.5	21.6	11.5	3.6	1.5	.1	-	-	3.1
Other service, including private household	100.0	19.7	8.3	14.1	11.5	13.9	19.4	8.5	3.7	.7	(3)	(3)	.2	2.8
Public administration	100.0	8.3	5.3	11.2	9.2	12.4	24.1	17.8	8.2	2.7	.4	.1	.3	5.6
Self-employed workers	100.0	11.1	5.8	9.9	7.4	15.5	23.5	15.2	7.4	3.4	.5	-	.4	5.0
Unpaid family workers	(1)	-	-	-	-	-	-	-	-	-	-	-	-	(1)
Total, 45 years old and over	100.0	7.5	3.6	5.4	5.0	7.5	14.2	12.3	12.4	12.1	8.1	4.9	6.9	12.7
Agriculture	100.0	6.9	3.4	2.6	2.0	5.0	9.4	7.3	9.8	12.3	12.0	8.5	20.8	21.4
Nonagricultural industries	100.0	7.5	3.7	5.7	5.3	7.7	14.6	12.8	12.7	12.1	7.8	4.5	5.6	12.1
Wage and salary workers	100.0	8.1	3.8	6.2	5.4	7.9	14.3	12.8	12.4	11.8	7.9	4.4	4.9	11.6
Mining	100.0	8.9	5.0	5.0	5.0	5.9	12.9	11.9	13.9	13.4	7.4	5.0	5.9	13.1
Construction	100.0	18.9	8.0	7.2	5.4	9.3	14.3	11.4	9.7	7.7	3.5	1.9	2.9	5.4
Manufacturing	100.0	5.4	3.0	5.0	4.8	6.4	12.8	13.3	13.4	13.1	10.8	6.2	5.7	14.7
Durable goods	100.0	5.3	3.0	5.8	5.0	5.9	13.5	13.3	13.6	12.9	10.8	6.2	4.7	14.3
Nondurable goods	100.0	5.6	3.1	3.7	4.5	7.2	11.6	13.2	13.1	13.5	10.9	6.3	7.4	15.4
Transportation and public utilities	100.0	4.9	1.3	3.8	3.5	5.9	10.2	11.4	13.3	17.0	13.0	6.5	9.2	18.4
Wholesale and retail trade	100.0	9.8	5.6	7.5	6.1	9.3	15.1	11.9	11.6	10.4	5.0	3.6	4.2	8.8
Service and finance [2]	100.0	10.3	4.0	7.8	7.6	10.3	18.0	13.7	9.7	8.5	4.0	2.1	4.0	7.4
Finance, insurance, and real estate	100.0	8.9	3.7	6.1	7.0	7.3	17.4	15.3	11.9	8.7	5.0	2.7	6.0	9.9
Other service, including private household	100.0	10.6	4.1	8.4	7.7	11.3	18.2	13.3	9.0	8.5	3.6	1.9	3.4	7.2
Public administration	100.0	5.1	2.4	7.4	4.8	8.0	16.8	13.3	16.6	13.7	7.5	2.8	1.7	12.1
Self-employed workers	100.0	3.9	2.6	2.6	4.3	6.4	16.4	13.1	14.5	14.1	6.6	5.3	10.2	15.2
Unpaid family workers	(1)	-	-	-	-	-	-	-	-	-	-	-	-	(1)

See footnotes at end of table.

Table E. Industry of workers in selected age groups: Tenure on current job, by class of worker and sex, January 1968—Continued

(Percent distribution)

Industry group, class of worker, age, and sex	Total	Period when current job started											Median years on job
		July 1967–Jan. 1968	Jan.–June 1967	Jan.–Dec. 1966	Jan.–Dec. 1965	Jan. 1963–Dec. 1964	Jan. 1958–Dec. 1962	Jan. 1953–Dec. 1957	Jan. 1948–Dec. 1952	Jan. 1943–Dec. 1947	Jan. 1938–Dec. 1942	Jan. 1933–Dec. 1937	Prior to Jan. 1933	
WOMEN														
Total, 16 to 24 years old	100.0	44.8	14.6	20.5	9.9	8.0	2.1	0.1	-	-	-	-	-	0.7
Agriculture	([1])	-	-	-	-	-	-	-	-	-	-	-	-	([1])
Nonagricultural industries	100.0	44.8	14.7	20.5	9.9	7.9	2.1	0.1	-	-	-	-	-	0.7
Wage and salary workers [4]	100.0	44.8	14.7	20.5	10.0	7.9	2.1	.1	-	-	-	-	-	.7
Construction	([1])	-	-	-	-	-	-	-	-	-	-	-	-	([1])
Manufacturing	100.0	38.0	18.5	20.0	11.1	8.6	3.7	.1	-	-	-	-	-	.8
Durable goods	100.0	36.8	16.4	23.2	12.0	8.6	3.0	-	-	-	-	-	-	.9
Nondurable goods	100.0	39.2	20.5	16.9	10.3	8.6	4.3	.2	-	-	-	-	-	.8
Transportation and public utilities	100.0	33.2	14.9	23.7	12.1	13.0	3.1	-	-	-	-	-	-	1.0
Wholesale and retail trade	100.0	50.1	14.6	19.0	8.7	5.9	1.6	.1	-	-	-	-	-	.6
Service and finance [2]	100.0	47.1	12.8	20.5	10.0	8.2	1.5	.1	-	-	-	-	-	.6
Private household	100.0	48.3	8.7	15.7	11.2	13.7	2.0	.5	-	-	-	-	-	.7
Other service and finance	100.0	46.9	13.4	21.2	9.8	7.3	1.4	-	-	-	-	-	-	.7
Finance, insurance, and real estate	100.0	34.0	16.8	26.2	11.1	8.9	3.0	-	-	-	-	-	-	.9
Other service	100.0	50.3	12.5	19.9	9.4	6.9	.9	-	-	-	-	-	-	.5
Public administration	100.0	36.8	16.1	28.0	9.6	5.7	3.8	-	-	-	-	-	-	.9
Self-employed workers	([1])	-	-	-	-	-	-	-	-	-	-	-	-	([1])
Unpaid family workers	([1])	-	-	-	-	-	-	-	-	-	-	-	-	([1])
Total, 25 to 44 years old	100.0	23.9	9.6	14.6	10.2	12.6	16.6	7.5	3.1	1.4	0.3	([3])	0.2	2.1
Agriculture	100.0	17.9	4.0	5.8	4.0	10.4	22.5	16.2	14.4	4.0	0.6	-	-	6.5
Nonagricultural industries	100.0	24.1	9.7	14.8	10.3	12.6	16.5	7.3	2.9	1.3	.3	([3])	0.2	2.1
Wage and salary workers [4]	100.0	24.1	9.7	14.9	10.4	12.6	16.4	7.3	2.8	1.3	.3	([3])	.2	2.1
Construction	100.0	17.0	11.4	9.1	17.0	18.2	23.9	2.3	-	1.1	-	-	-	2.8
Manufacturing	100.0	18.5	9.7	15.5	9.5	11.9	17.9	9.8	4.8	1.7	.5	-	.2	2.6
Durable goods	100.0	17.1	10.2	18.3	10.0	10.5	16.9	9.9	5.6	1.2	.2	-	.1	2.4
Nondurable goods	100.0	19.6	9.4	13.3	9.2	13.0	18.7	9.7	4.2	2.1	.7	-	.2	2.8
Transportation and public utilities	100.0	15.3	8.2	11.2	7.4	11.5	18.1	13.7	8.8	4.7	1.1	-	-	4.3
Wholesale and retail trade	100.0	29.7	12.0	15.9	10.3	11.5	13.1	4.8	1.3	.9	.1	0.1	.3	1.5
Service and finance [2]	100.0	26.5	8.8	14.7	11.1	13.4	16.3	6.2	1.8	.9	.2	-	.1	2.0
Private household	100.0	34.0	9.4	8.7	12.6	11.5	13.8	4.1	2.8	2.1	.9	-	-	1.7
Other service and finance	100.0	25.7	8.8	15.3	10.9	13.6	16.6	6.4	1.6	.8	.1	-	.1	2.1
Finance, insurance, and real estate	100.0	21.3	9.5	13.1	13.8	10.8	18.6	8.6	2.8	1.2	.2	-	.2	2.4
Other service	100.0	26.5	8.6	15.7	10.4	14.1	16.2	6.0	1.4	.8	.1	-	.1	1.9
Public administration	100.0	18.0	9.3	15.1	9.6	13.6	19.6	10.2	3.3	1.1	.2	-	-	2.7
Self-employed workers	100.0	29.0	10.4	12.4	9.7	11.4	15.1	6.7	3.5	2.0	-	-	-	1.9
Unpaid family workers	100.0	7.8	9.0	14.4	6.6	16.2	24.5	10.8	9.0	1.2	.6	-	-	4.6
Total, 45 years old and over	100.0	11.8	5.1	8.8	6.6	10.4	19.5	14.3	9.4	6.1	3.1	1.6	3.3	6.6
Agriculture	100.0	6.1	3.9	5.6	3.9	3.9	13.9	12.1	12.6	10.8	11.3	6.9	9.1	15.3
Nonagricultural industries	100.0	11.9	5.2	8.9	6.7	10.5	19.6	14.3	9.3	6.0	3.0	1.4	3.1	6.5
Wage and salary workers [4]	100.0	12.4	5.2	9.3	6.9	10.6	19.7	14.2	9.0	5.7	2.8	1.3	2.8	6.2
Construction	([1])	-	-	-	-	-	-	-	-	-	-	-	-	([1])
Manufacturing	100.0	7.6	4.3	8.3	5.5	8.9	19.6	15.7	12.3	9.0	3.2	1.9	3.7	8.8
Durable goods	100.0	7.5	3.9	8.7	6.1	9.0	20.7	15.0	11.8	8.8	3.8	2.0	2.5	8.3
Nondurable goods	100.0	7.6	4.6	8.1	5.1	8.8	18.8	16.2	12.6	9.1	2.8	1.8	4.5	9.1
Transportation and public utilities	100.0	6.0	1.9	5.7	3.8	6.4	15.5	15.5	8.7	10.9	6.4	4.5	14.7	13.5
Wholesale and retail trade	100.0	13.5	5.0	10.8	8.4	12.7	20.7	12.7	7.6	3.6	2.4	.8	1.6	4.9
Service and finance [2]	100.0	15.0	6.1	9.6	7.0	10.7	19.4	13.6	8.0	4.6	2.6	1.0	2.4	5.3
Private household	100.0	22.4	6.7	11.3	7.9	8.5	15.5	11.4	6.6	4.5	1.5	1.5	2.3	3.4
Other service and finance	100.0	13.3	6.0	9.2	6.8	11.2	20.3	14.1	8.3	4.7	2.9	.9	2.4	6.0
Finance, insurance, and real estate	100.0	11.4	4.9	8.9	6.1	10.0	18.0	17.1	8.9	6.1	5.8	.5	2.3	7.2
Other service	100.0	13.5	6.1	9.2	6.9	11.3	20.6	13.7	8.3	4.5	2.4	1.0	2.4	5.5
Public administration	100.0	7.4	2.6	8.1	8.1	10.8	20.6	18.1	10.6	6.6	3.0	2.5	1.5	8.1
Self-employed workers	100.0	6.7	4.5	5.2	4.1	9.7	20.9	15.1	11.9	7.7	4.9	2.0	7.3	9.7
Unpaid family workers	100.0	7.7	5.4	3.1	5.4	9.6	15.4	17.3	13.1	12.7	3.5	3.1	3.8	11.1

[1] Percent and median not shown where base is less than 75,000.
[2] Includes forestry and fisheries, not shown separately.
[3] Less than 0.05 percent.
[4] Includes mining, not shown separately.

Table F. Occupation: Tenure on current job, by sex, January 1968

(Percent distribution)

Occupation group and sex	Total employed		Period when current job started											Median years on job
	Number (in thousands)	Percent	July 1967–Jan. 1968	Jan.–June 1967	Jan.–Dec. 1966	Jan.–Dec. 1965	Jan. 1963–Dec. 1964	Jan. 1958–Dec. 1962	Jan. 1953–Dec. 1957	Jan. 1948–Dec. 1952	Jan. 1943–Dec. 1947	Jan. 1938–Dec. 1942	Jan. 1933–Dec. 1937	Prior to Jan. 1933	
MEN															
All occupation groups	46,472	100.0	16.3	7.2	9.9	7.5	9.9	15.4	10.8	8.4	6.2	3.5	2.0	2.9	4.8
Professional, technical, and kindred workers	6,304	100.0	14.7	6.5	12.1	8.2	10.3	17.7	11.3	7.5	5.0	3.1	1.4	2.4	4.6
Wage and salary workers	5,646	100.0	15.8	6.9	13.1	8.7	10.6	17.8	10.8	6.7	4.1	2.8	1.2	1.5	4.0
Self-employed workers	658	100.0	5.0	2.9	3.0	3.2	7.6	16.3	14.9	14.9	13.2	5.3	3.6	10.0	14.1
Farmers and farm managers	1,745	100.0	2.4	2.9	2.9	2.6	4.8	12.1	11.2	12.1	13.3	10.6	7.2	18.0	19.6
Managers, officials, and proprietors, except farm	6,522	100.0	8.1	5.6	8.0	7.2	10.6	19.0	12.7	9.9	8.4	4.1	2.8	3.8	7.5
Wage and salary workers	4,671	100.0	8.6	6.1	8.7	7.6	10.2	18.7	12.6	9.4	7.8	4.1	2.7	3.4	7.0
Self-employed workers	1,851	100.0	6.7	4.4	5.9	6.0	11.7	19.6	12.9	11.0	9.7	4.2	3.1	4.7	8.7
Clerical and kindred workers	3,382	100.0	16.2	7.9	11.0	7.7	9.7	14.2	10.9	8.3	7.2	3.3	1.6	2.1	4.4
Salesworkers	2,610	100.0	19.2	9.2	10.4	9.8	10.0	16.1	9.6	7.1	3.9	1.9	1.1	1.8	3.2
Craftsmen, foremen, and kindred workers	9,235	100.0	13.4	7.0	9.1	6.9	10.1	15.6	11.8	9.9	7.3	3.9	2.2	2.8	5.8
Carpenters	720	100.0	24.8	9.4	10.4	6.1	10.7	12.9	9.2	6.4	3.2	2.4	1.9	2.6	2.9
Construction craftsmen, except carpenters	1,752	100.0	18.5	7.8	8.3	6.9	9.8	15.1	12.1	8.7	6.5	3.1	1.3	2.0	4.7
Machinists	561	100.0	9.6	9.3	11.1	7.1	10.9	16.2	9.4	8.4	6.6	4.6	2.7	4.1	5.5
Mechanics and repairmen	2,534	100.0	15.1	8.7	10.1	7.6	10.6	16.5	11.0	8.6	5.5	3.0	1.5	1.8	4.6
Metal craftsmen, except mechanics	653	100.0	9.0	6.3	9.2	8.9	9.6	14.4	11.0	12.7	9.3	4.6	2.3	2.6	6.7
Other craftsmen and kindred workers	1,688	100.0	10.4	4.9	8.1	5.9	10.2	14.7	14.2	11.3	9.9	4.3	2.5	3.6	8.3
Foremen, not elsewhere classified	1,327	100.0	5.0	3.7	8.1	6.2	9.2	17.2	12.5	13.2	9.8	6.5	4.5	4.2	10.3
Operatives and kindred workers	9,625	100.0	19.9	7.4	10.7	7.8	10.2	13.7	10.0	8.5	5.5	3.1	1.6	1.5	3.8
Service workers	3,222	100.0	23.1	8.3	11.0	8.3	10.0	14.5	10.3	6.3	3.7	1.9	.8	1.6	2.9
Protective service workers	833	100.0	10.8	4.6	8.0	9.4	10.2	19.1	14.6	11.3	5.8	3.6	1.1	1.7	6.6
Waiters, cooks, and bartenders	516	100.0	35.9	11.0	13.6	6.4	8.3	10.7	5.0	3.7	3.3	.6	.6	1.0	1.2
Other service workers, including private household	1,873	100.0	25.1	9.3	11.7	8.4	10.3	13.6	9.9	4.8	2.9	1.5	.8	1.8	2.6
Farm laborers and foremen	877	100.0	32.8	10.7	7.6	7.4	11.4	13.8	6.4	3.3	1.9	1.5	1.4	1.8	1.8
Laborers, except farm and mine	2,950	100.0	28.4	9.5	10.9	7.1	9.2	12.1	8.2	5.4	4.2	2.3	1.2	1.6	2.1
WOMEN															
All occupation groups	26,803	100.0	23.9	9.0	13.7	8.8	10.7	14.5	8.5	4.9	2.9	1.3	0.6	1.3	2.4
Professional, technical, and kindred workers	3,931	100.0	23.8	5.9	13.0	8.6	10.3	16.3	8.8	5.3	3.1	1.4	1.1	2.3	2.8
Wage and salary workers	3,746	100.0	24.5	5.9	13.2	8.9	10.4	16.5	8.5	5.2	3.0	1.3	1.0	1.7	2.7
Self-employed workers	185	100.0	11.3	5.9	7.5	3.8	7.5	12.9	16.7	8.6	4.8	4.3	2.7	14.0	10.4
Farmers and farm managers	86	100.0	1.1	2.3	12.6	2.3	6.9	14.9	16.1	12.6	9.2	5.7	5.7	10.3	13.5
Managers, officials, and proprietors, except farm	1,162	100.0	10.0	6.1	10.1	7.3	12.8	20.1	12.5	8.2	5.9	3.5	1.1	2.5	5.8
Wage and salary workers	792	100.0	11.9	6.3	11.9	8.0	12.4	18.4	11.3	7.8	4.9	3.1	1.1	2.8	4.9
Self-employed workers	370	100.0	5.9	5.6	6.2	5.6	13.7	23.6	15.0	9.1	8.0	4.3	1.1	1.9	7.5
Clerical and kindred workers	9,132	100.0	22.9	10.1	14.9	9.6	11.1	13.8	8.2	4.1	2.7	1.2	.4	1.1	2.2
Salesworkers	1,821	100.0	27.6	10.2	14.2	7.4	10.0	14.4	6.7	4.0	2.1	1.9	.7	.8	1.8
Craftsmen, foremen, and kindred workers	310	100.0	14.1	4.8	10.9	7.1	10.6	22.1	9.3	11.9	4.5	1.0	1.9	1.9	5.4
Operatives and kindred workers	4,072	100.0	20.4	9.0	13.5	8.2	10.0	15.4	10.5	6.1	3.9	1.1	.6	1.3	2.8
Service workers	5,887	100.0	30.6	10.1	13.5	9.1	10.7	12.3	6.6	3.7	1.7	.7	.3	.7	1.6
Private household workers	1,688	100.0	31.0	7.8	11.3	10.3	10.3	12.5	6.9	4.2	2.8	1.0	.7	1.2	1.9
Service workers, except private household	4,190	100.0	30.4	11.0	14.3	8.6	10.9	12.2	6.5	3.5	1.3	.6	.2	.5	1.7
Waitresses, cooks, and bartenders	1,470	100.0	34.9	12.2	14.0	8.1	10.1	11.3	5.0	2.8	1.0	.1	-	.4	1.2
Other services	2,729	100.0	28.0	10.4	14.5	8.9	11.3	12.7	7.4	3.8	1.4	.8	.3	.6	1.9
Farm laborers and foremen	288	100.0	14.5	4.1	4.5	4.1	7.6	17.2	14.5	11.4	6.9	7.9	3.1	4.1	9.4
Laborers, except farm and mine	114	100.0	30.4	5.2	10.4	5.2	13.0	9.6	8.7	5.2	6.1	3.5	-	2.6	2.8

Table G. Occupation of workers in selected age groups: Tenure on current job, by sex, January 1968

(Percent distribution)

Major occupation group, age, and sex	Total employed		Period when current job started												Median years on job
	Number (in thousands)	Percent	July 1967–Jan. 1968	Jan.–June 1967	Jan.–Dec. 1966	Jan.–Dec. 1965	Jan. 1963–Dec. 1964	Jan. 1958–Dec. 1962	Jan. 1953–Dec. 1957	Jan. 1948–Dec. 1952	Jan. 1943–Dec. 1947	Jan. 1938–Dec. 1942	Jan. 1933–Dec. 1937	Prior to Jan. 1933	
MEN															
Total, 25 to 44 years old	20,656	100.0	14.1	7.6	11.3	9.1	12.6	20.6	13.2	7.8	3.1	0.5	(1)	0.2	4.2
Professional, technical, and kindred workers	3,567	100.0	13.8	7.0	13.6	9.5	12.9	22.4	13.1	5.9	1.4	0.1	(1)	0.1	3.9
Wage and salary workers	3,309	100.0	14.4	7.2	14.3	9.8	12.7	22.0	12.3	5.7	1.2	.2	(1)	.1	3.6
Self-employed workers	258	100.0	5.8	4.3	3.9	5.4	15.1	28.3	24.0	8.9	3.9	-	-	.4	7.4
Farmers and farm managers	500	100.0	3.2	3.6	5.4	4.0	7.4	22.6	23.0	17.6	11.2	1.8	0.2	-	10.8
Managers, officials, and proprietors, except farm	2,906	100.0	9.9	6.8	11.6	9.5	13.7	22.9	13.1	8.0	3.6	.7	.1	.3	4.7
Wage and salary workers	2,260	100.0	10.1	7.1	11.3	9.8	12.9	23.2	13.5	7.8	3.4	.7	.1	.2	4.8
Self-employed workers	646	100.0	9.3	5.6	12.8	8.4	16.6	22.0	11.6	8.5	4.2	.6	-	.5	4.7
Clerical and kindred workers	1,440	100.0	11.1	7.0	9.6	9.1	11.9	21.7	16.3	7.9	5.1	.3	-	.1	5.3
Salesworkers	1,137	100.0	15.4	9.9	11.8	11.1	11.6	21.9	11.2	5.2	1.9	.1	-	-	3.3
Craftsmen, foremen, and kindred workers	4,446	100.0	13.8	7.6	10.6	8.4	11.7	19.9	13.6	9.7	4.0	.6	-	.2	4.6
Operatives and kindred workers	4,275	100.0	15.6	8.1	11.0	9.4	13.8	18.7	11.7	8.0	2.9	.4	(1)	.3	3.8
Service workers, including private household	1,068	100.0	15.3	6.9	11.9	9.5	13.8	20.1	14.4	6.0	1.3	.7	-	.1	3.9
Farm laborers and foremen	261	100.0	37.2	10.0	7.7	8.0	9.2	13.8	10.0	1.5	1.9	.8	-	-	1.4
Laborers, except farm and mine	1,056	100.0	23.3	9.4	11.4	8.3	12.4	16.6	10.9	5.2	1.6	.5	-	.5	2.7
Total, 45 years old and over	18,646	100.0	7.5	3.6	5.4	5.0	7.5	14.2	12.3	12.4	12.1	8.1	4.9	6.9	12.7
Professional, technical, and kindred workers	2,048	100.0	6.2	2.8	6.1	4.8	7.5	14.4	11.7	12.8	13.0	9.2	4.4	7.1	13.4
Wage and salary workers	1,674	100.0	7.0	3.2	7.2	5.5	8.6	15.8	12.3	11.2	11.3	9.1	3.9	4.8	11.1
Self-employed workers	374	100.0	2.7	1.1	1.6	1.3	2.4	8.3	9.1	19.8	20.6	9.4	6.4	17.4	20.9
Farmers and farm managers	1,189	100.0	1.4	1.8	1.6	1.3	2.7	7.6	6.7	10.4	14.9	14.8	10.4	26.4	25.4
Managers, officials, and proprietors, except farm	3,351	100.0	4.5	3.5	4.2	4.8	7.6	16.5	13.3	12.3	13.2	7.4	5.5	7.1	13.3
Wage and salary workers	2,184	100.0	4.8	3.7	5.2	4.9	7.1	15.2	12.9	12.1	13.2	8.1	5.8	7.1	13.5
Self-employed workers	1,167	100.0	3.9	3.3	2.4	4.5	8.6	18.9	14.0	12.8	13.2	6.2	5.0	7.2	13.0
Clerical and kindred workers	1,168	100.0	5.3	3.0	7.4	5.0	6.7	13.1	11.4	14.3	14.5	9.2	4.5	5.7	14.3
Salesworkers	950	100.0	8.6	4.9	6.0	8.1	8.8	16.2	13.0	13.3	8.3	5.0	2.9	4.8	9.1
Craftsmen, foremen, and kindred workers	3,900	100.0	8.0	4.2	5.3	4.3	7.8	12.8	12.4	12.3	12.7	8.6	5.3	6.3	13.0
Operatives and kindred workers	3,288	100.0	7.9	2.5	5.4	5.1	7.3	13.6	14.2	14.5	12.4	8.7	4.5	3.9	12.8
Service workers, including private household	1,399	100.0	13.1	5.3	8.1	7.6	9.0	17.4	12.8	9.9	7.5	3.8	1.9	3.6	6.7
Farm laborers and foremen	332	100.0	25.3	8.4	4.8	4.5	12.0	14.8	7.2	7.5	3.6	3.3	3.6	4.8	4.2
Laborers, except farm and mine	1,021	100.0	11.3	5.0	6.6	6.8	8.1	15.7	12.3	10.2	10.6	6.2	3.4	4.0	8.8
WOMEN															
Total, 25 to 44 years old	10,234	100.0	23.9	9.6	14.6	10.2	12.6	16.6	7.5	3.1	1.4	0.3	(1)	0.1	2.1
Professional, technical, and kindred workers	1,715	100.0	25.1	5.9	14.7	11.5	13.9	18.6	7.2	2.4	0.7	-	-	0.1	2.3
Wage and salary workers	1,658	100.0	25.2	5.7	14.9	11.6	14.1	19.0	6.8	2.1	.5	-	-	.1	2.3
Self-employed workers	57	(2)	-	-	-	-	-	-	-	-	-	-	-	-	(2)
Farmers and farm managers	24	(2)	-	-	-	-	-	-	-	-	-	-	-	-	(2)
Managers, officials, and proprietors, except farm	368	100.0	14.8	10.5	13.7	10.2	14.8	19.1	9.2	4.9	1.9	0.5	-	.3	3.1
Wage and salary workers	267	100.0	17.8	8.6	14.9	10.4	12.6	19.0	9.3	5.2	1.1	.7	-	.4	2.8
Self-employed workers	101	100.0	6.9	15.7	10.8	9.8	20.6	19.6	8.8	3.9	3.9	-	-	-	3.7
Clerical and kindred workers	3,465	100.0	19.4	10.1	14.2	10.8	13.0	18.5	8.7	3.2	1.7	.4	-	.2	2.5
Salesworkers	546	100.0	30.5	12.0	15.6	9.8	11.6	12.2	3.8	2.2	1.1	.7	0.2	.2	1.5
Craftsmen, foremen, and kindred workers	121	100.0	12.4	8.3	14.0	8.3	17.4	24.0	7.4	4.1	3.3	.8	-	-	3.8
Operatives and kindred workers	1,823	100.0	22.9	9.7	16.1	8.3	11.4	16.5	9.0	4.1	1.6	.2	-	.2	2.1
Service workers	2,021	100.0	32.7	11.4	15.0	10.4	11.6	11.6	4.1	1.8	1.0	.2	-	.1	1.3
Private household workers	427	100.0	34.4	9.3	8.8	13.0	11.2	13.7	4.0	2.8	1.9	.9	-	-	1.7
Service workers, except private household	1,594	100.0	32.3	12.0	16.6	9.7	11.7	11.1	4.2	1.5	.7	-	-	.1	1.3
Farm laborers and foremen	108	100.0	16.5	3.7	2.8	4.6	10.1	22.9	20.2	16.5	1.8	.9	-	-	7.0
Laborers, except farm and mine	43	(2)	-	-	-	-	-	-	-	-	-	-	-	-	(2)
Total, 45 years old and over	10,528	100.0	11.8	5.1	8.8	6.6	10.4	19.5	14.3	9.4	6.1	3.1	1.6	3.3	6.6
Professional, technical, and kindred workers	1,478	100.0	10.0	3.2	6.4	4.4	8.1	21.4	15.2	11.3	7.3	3.8	2.8	5.9	9.1
Wage and salary workers	1,362	100.0	10.6	3.4	6.6	4.5	8.2	21.8	15.0	11.7	7.5	3.6	2.7	4.5	8.8
Self-employed workers	116	100.0	3.4	1.7	4.3	3.4	6.8	17.1	17.1	7.7	5.1	6.8	4.3	22.2	14.2
Farmers and farm managers	56	(2)	-	-	-	-	-	-	-	-	-	-	-	-	(2)
Managers, officials, and proprietors, except farm	730	100.0	6.7	2.9	6.1	5.4	11.8	21.8	15.4	10.5	8.6	5.3	1.8	3.8	8.9
Wage and salary workers	470	100.0	7.8	3.6	7.6	6.3	12.3	19.7	13.7	9.9	7.8	4.9	1.9	4.4	8.0
Self-employed workers	260	100.0	4.6	1.5	3.4	3.8	11.1	25.6	18.3	11.4	9.9	6.1	1.5	2.7	10.2
Clerical and kindred workers	2,826	100.0	10.0	4.6	8.3	7.3	10.9	19.3	15.7	9.5	6.6	3.3	1.2	3.3	6.9
Salesworkers	858	100.0	13.9	6.1	10.6	6.0	12.4	22.0	11.8	7.2	3.7	3.4	1.4	1.5	5.1
Craftsmen, foremen, and kindred workers	161	100.0	6.2	2.5	8.7	5.0	7.5	23.6	12.4	18.6	5.8	1.2	3.1	4.3	9.4
Operatives and kindred workers	1,632	100.0	9.6	4.7	8.5	6.8	9.7	18.9	16.1	10.7	7.9	2.6	1.5	3.2	7.7
Service workers	2,601	100.0	18.0	7.7	11.3	8.1	11.3	18.1	11.7	6.9	3.1	1.4	.7	1.5	3.8
Private household workers	864	100.0	21.6	6.8	10.6	8.5	8.3	16.6	11.3	6.8	4.6	1.4	1.4	2.3	3.6
Service workers, except private household	737	100.0	16.2	8.2	11.7	7.9	12.9	18.8	11.9	7.0	2.4	1.5	.4	1.1	3.9
Farm laborers and foremen	145	100.0	6.2	3.4	4.8	2.7	3.4	15.1	11.6	11.0	12.3	15.1	6.2	8.2	16.2
Laborers, except farm and mine	41	(2)	-	-	-	-	-	-	-	-	-	-	-	-	(2)

[1] Less than 0.05 percent.
[2] Percent and median not shown where base is less than 75,000.

Table H. Industry of male workers for selected occupational groups: Tenure on current job, by age, January 1968

Major industry group, age, and occupation	Total	Period when current job started											Median years on job
		July 1967–Jan. 1968	Jan.–June 1967	Jan.–Dec. 1966	Jan.–Dec. 1965	Jan. 1963–Dec. 1964	Jan. 1958–Dec. 1962	Jan. 1953–Dec. 1957	Jan. 1948–Dec. 1952	Jan. 1943–Dec. 1947	Jan. 1938–Dec. 1942	Jan. 1933–Dec. 1937	Prior to Jan. 1933	
PROFESSIONAL AND TECHNICAL WORKERS														
25 to 44 years old														
Total, all industries	100.0	13.8	7.0	13.6	9.5	12.9	22.4	13.1	5.9	1.4	0.1	(1)	0.1	3.9
Construction	100.0	13.0	10.2	11.1	3.7	13.9	17.6	23.1	6.5	0.9	-	-	-	5.0
Manufacturing	100.0	9.8	7.7	14.0	8.9	11.2	24.4	13.8	8.2	1.9	0.2	-	-	4.7
Durable goods	100.0	11.3	7.0	15.4	9.5	10.7	23.8	12.9	7.9	1.4	.2	-	-	4.3
Nondurable goods	100.0	5.2	9.6	10.0	7.0	12.6	25.9	16.7	9.3	3.7	-	-	-	6.0
Transportation and public utilities	100.0	13.3	6.7	15.8	5.5	9.7	17.6	18.2	5.5	6.7	.6	-	0.6	5.0
Wholesale and retail trade	100.0	13.6	7.8	14.6	9.7	15.5	20.4	13.6	4.9	-	-	-	-	3.6
Service and finance	100.0	17.3	6.7	13.5	11.0	14.1	22.0	10.3	4.1	.7	-	0.1	.2	3.2
Public administration	100.0	10.0	6.3	12.6	8.6	12.6	23.9	17.9	7.0	.7	.3	-	-	5.0
45 years old and over														
Total, all industries	100.0	6.2	2.8	6.1	4.8	7.4	14.4	11.7	12.8	13.0	9.2	4.4	7.1	13.4
Construction	(2)	-	-	-	-	-	-	-	-	-	-	-	-	(2)
Manufacturing	100.0	4.0	2.9	5.0	5.4	6.0	14.3	12.5	13.3	13.3	12.7	5.4	5.2	15.0
Durable goods	100.0	3.4	3.4	6.8	6.8	5.4	17.5	13.8	13.5	11.8	11.0	3.1	3.7	12.6
Nondurable goods	100.0	5.5	1.8	1.2	2.4	7.3	7.3	9.8	12.8	16.5	16.5	10.4	8.5	20.5
Transportation and public utilities	100.0	7.1	-	8.3	3.6	1.2	6.0	11.9	15.5	16.7	19.0	6.0	4.8	19.1
Wholesale and retail trade	100.0	6.2	1.2	4.9	3.7	6.2	19.8	11.1	8.6	7.4	11.1	12.3	7.4	14.4
Service and finance	100.0	6.8	2.6	6.2	4.4	7.9	14.3	11.8	12.7	13.4	6.9	3.6	9.5	13.3
Public administration	100.0	6.0	4.5	8.0	6.0	11.5	20.0	10.5	11.0	10.5	9.0	2.5	.5	8.1
CLERICAL AND KINDRED WORKERS														
25 to 44 years old														
Total, all industries	100.0	11.1	7.0	9.6	9.1	11.9	21.7	16.3	7.9	5.1	0.3	-	0.1	5.3
Construction	(2)	-	-	-	-	-	-	-	-	-	-	-	-	(2)
Manufacturing	100.0	11.6	6.6	8.9	9.6	11.4	20.8	17.8	6.8	5.7	0.7	-	-	5.4
Durable goods	100.0	11.8	6.9	10.4	9.7	10.8	22.6	16.3	5.6	5.6	.3	-	-	5.1
Nondurable goods	100.0	11.3	6.0	6.0	9.3	12.7	17.3	20.7	9.3	6.0	1.3	-	-	6.7
Transportation and public utilities	100.0	8.9	9.9	6.4	4.5	9.9	18.3	19.3	16.3	5.9	.5	-	-	7.3
Wholesale and retail trade	100.0	12.6	9.1	10.3	9.7	16.0	18.9	12.0	7.4	4.0	-	-	-	4.0
Service and finance	100.0	15.5	10.0	10.9	10.0	13.6	22.3	12.7	1.4	3.6	-	-	-	3.5
Public administration	100.0	8.7	2.2	10.9	10.4	10.1	26.0	17.2	8.5	5.7	-	-	0.3	6.8
45 years old and over														
Total, all industries	100.0	5.3	3.0	7.4	5.0	6.7	13.1	11.4	14.3	14.5	9.2	4.5	5.7	14.3
Construction	(2)	-	-	-	-	-	-	-	-	-	-	-	-	(2)
Manufacturing	100.0	3.4	4.0	5.2	3.4	4.0	12.5	11.6	12.5	15.9	15.9	6.1	5.5	17.5
Durable goods	100.0	3.5	4.0	3.5	4.0	2.5	17.3	13.9	11.9	15.3	13.9	4.5	5.9	15.8
Nondurable goods	100.0	3.2	4.0	8.0	2.4	6.4	4.8	8.0	13.6	16.8	19.2	8.8	4.8	20.2
Transportation and public utilities	100.0	3.0	-	5.3	5.3	5.9	9.5	8.9	12.4	19.5	9.5	6.5	14.2	20.0
Wholesale and retail trade	100.0	4.8	6.2	11.0	5.5	11.6	14.4	12.3	15.1	6.8	5.5	2.7	4.1	8.6
Service and finance	100.0	13.3	3.7	9.6	8.5	9.6	14.9	8.5	10.6	8.0	3.2	3.7	6.4	6.1
Public administration	100.0	2.9	1.6	7.2	3.6	5.9	12.4	13.7	20.2	18.9	8.5	3.6	1.6	15.7
CRAFTSMEN, FOREMEN, AND KINDRED WORKERS														
25 to 44 years old														
Total, all industries	100.0	13.8	7.6	10.6	8.4	11.7	19.9	13.6	9.7	4.0	0.6	-	0.2	4.6
Construction	100.0	23.5	9.6	10.4	9.7	11.0	17.2	10.7	5.5	1.9	0.4	-	-	2.6
Manufacturing	100.0	8.5	6.8	11.0	8.2	11.7	21.6	14.8	11.6	4.8	.8	-	0.3	5.7
Durable goods	100.0	8.5	7.4	10.8	8.6	12.1	20.8	14.7	11.1	4.5	1.1	-	.5	5.5
Nondurable goods	100.0	8.4	5.4	11.5	7.4	10.6	23.3	14.9	12.6	5.6	.4	-	-	6.3
Transportation and public utilities	100.0	7.2	5.4	6.8	2.9	10.9	17.9	20.4	20.4	7.3	.7	-	-	9.7
Transportation	100.0	11.4	6.9	5.9	3.0	13.9	16.3	17.3	14.9	8.4	2.0	-	-	7.8
Other public utilities	100.0	4.8	4.5	7.3	2.8	9.3	11.8	22.2	23.6	6.7	-	-	-	10.6
Wholesale and retail trade	100.0	15.5	9.8	14.5	9.4	13.5	21.7	9.0	4.1	2.2	-	-	.2	3.1
Service and finance	100.0	22.6	7.8	9.3	11.3	12.8	19.3	10.8	3.5	2.5	-	-	.2	2.9
45 years old and over														
Total, all industries	100.0	8.0	4.2	5.3	4.3	7.8	12.8	12.4	12.3	12.7	8.6	5.3	6.3	13.0
Construction	100.0	17.7	8.4	6.4	5.5	7.8	11.0	11.0	12.5	8.7	3.7	3.2	4.2	6.7
Manufacturing	100.0	5.3	2.6	4.8	3.6	7.1	11.8	12.3	12.2	14.5	12.0	7.4	6.5	16.0
Durable goods	100.0	5.4	2.4	5.1	3.6	6.4	11.8	12.6	12.6	14.2	11.9	8.1	5.7	16.0
Nondurable goods	100.0	5.1	2.9	4.1	3.5	8.8	11.7	11.7	11.1	15.0	12.1	5.8	8.2	16.1
Transportation and public utilities	100.0	1.4	1.2	3.0	1.4	5.1	8.8	8.4	12.5	22.0	14.8	6.7	14.6	21.9
Transportation	100.0	.8	.8	3.3	.8	4.9	8.9	8.9	7.3	19.1	18.3	7.3	19.5	23.8
Other public utilities	100.0	2.2	1.6	2.7	2.2	5.4	8.6	7.6	19.5	25.9	10.3	5.9	8.1	20.2
Wholesale and retail trade	100.0	7.4	4.6	6.8	5.6	11.1	18.2	15.4	12.0	7.4	4.3	3.4	3.7	9.0
Service and finance	100.0	7.1	4.4	6.5	5.4	11.5	16.9	16.5	10.0	9.4	3.7	3.1	5.6	9.4

See footnotes at end of table.

Table H. Industry of male workers for selected occupational groups: Tenure on current job, by age, January 1968—Continued

Major industry group, age, and occupation	Total	Period when current job started											Median years on job
		July 1967–Jan. 1968	Jan.–June 1967	Jan.–Dec. 1966	Jan.–Dec. 1965	Jan. 1963–Dec. 1964	Jan. 1958–Dec. 1962	Jan. 1953–Dec. 1957	Jan. 1948–Dec. 1952	Jan. 1943–Dec. 1947	Jan. 1938–Dec. 1942	Jan. 1933–Dec. 1937	Prior to Jan. 1933	
OPERATIVES AND KINDRED WORKERS														
25 to 44 years old														
Total, all industries	100.0	15.6	8.1	11.0	9.4	13.8	18.7	11.7	8.0	2.9	0.4	(1)	0.3	3.8
Construction	100.0	24.9	6.1	14.4	9.4	13.8	18.8	7.7	5.0	-	-	-	-	2.5
Manufacturing	100.0	13.0	7.1	11.0	8.9	13.6	20.5	13.0	8.9	3.2	0.3	(1)	0.4	4.4
Durable goods	100.0	12.3	7.1	12.4	9.9	14.2	19.7	12.0	9.1	2.7	.4	-	.2	4.1
Nondurable goods	100.0	14.4	7.1	8.5	7.1	12.5	22.0	14.7	8.7	4.0	.1	0.1	.7	5.0
Transportation and public utilities	100.0	14.7	8.5	10.1	7.9	14.7	18.2	11.2	10.6	3.2	.6	-	.2	4.1
Transportation	100.0	16.1	8.7	10.0	7.9	15.4	16.8	11.1	10.5	2.9	.7	-	-	4.0
Other public utilities	(2)	-	-	-	-	-	-	-	-	-	-	-	-	(2)
Wholesale and retail trade	100.0	23.1	11.4	10.4	10.0	15.9	12.2	10.2	3.8	2.4	.4	-	.4	2.5
Service and finance	100.0	25.4	13.3	14.9	13.3	11.0	16.0	3.3	2.8	-	-	-	-	1.8
45 years old and over														
Total, all industries	100.0	7.9	2.5	5.4	5.1	7.3	13.6	14.2	14.5	12.4	8.7	4.5	3.9	12.8
Construction	100.0	11.9	4.0	9.3	2.0	10.6	25.8	11.9	7.9	6.6	5.3	0.7	4.0	6.8
Manufacturing	100.0	6.1	2.6	5.0	5.1	5.8	12.6	14.3	15.2	13.0	10.6	5.5	4.2	14.5
Durable goods	100.0	5.5	2.3	5.9	5.1	6.3	12.6	14.5	15.7	12.2	10.5	6.3	3.1	14.2
Nondurable goods	100.0	7.0	3.0	3.4	4.9	5.1	12.7	14.1	14.3	14.5	10.8	4.1	6.2	15.0
Transportation and public utilities	100.0	6.8	1.5	2.8	6.2	8.6	12.2	14.6	16.5	12.4	9.0	4.5	4.9	14.1
Transportation	100.0	7.7	1.3	2.2	6.0	8.6	11.7	14.4	15.7	12.4	10.0	4.2	5.8	14.4
Other public utilities	100.0	1.2	2.5	6.2	7.4	8.6	14.8	16.0	21.0	12.3	3.7	6.2	-	13.4
Wholesale and retail trade	100.0	16.9	2.9	9.1	4.9	8.9	13.1	12.9	12.3	12.0	3.4	2.3	1.4	8.0
Service and finance	100.0	9.9	3.1	5.0	6.8	9.3	16.8	17.4	12.4	11.8	2.5	2.5	2.5	9.7
LABORERS, EXCEPT FARM, AND MINE														
25 to 44 years old														
Total, all industries	100.0	23.3	9.4	11.4	8.3	12.4	16.6	10.9	5.2	1.6	0.5	-	0.5	2.7
Construction	100.0	30.3	9.0	11.4	6.6	12.8	19.4	7.6	2.8	-	-	-	-	1.9
Manufacturing	100.0	21.5	9.0	11.3	9.2	12.1	14.1	13.1	6.7	2.6	0.3	-	0.3	2.9
Durable goods	100.0	19.3	6.9	10.6	9.9	13.5	14.6	16.4	5.8	2.2	.4	-	.4	3.5
Nondurable goods	100.0	26.7	13.8	12.9	7.8	8.6	12.9	5.2	8.6	3.4	-	-	-	1.8
Transportation and public utilities	100.0	16.8	8.4	16.2	6.6	13.8	16.2	13.2	4.2	2.4	.6	-	1.8	3.3
Wholesale and retail trade	100.0	23.6	11.8	8.7	11.0	12.6	15.7	7.1	8.7	-	.8	-	-	2.6
Service and finance	(2)	-	-	-	-	-	-	-	-	-	-	-	-	(2)
45 years old and over														
Total, all industries	100.0	11.3	5.0	6.6	6.8	8.1	15.7	12.3	10.2	10.6	6.2	3.4	4.0	8.8
Construction	100.0	24.6	7.1	6.2	6.2	9.5	12.8	12.8	7.1	9.0	2.4	0.5	1.9	4.3
Manufacturing	100.0	6.2	4.9	6.2	7.2	6.2	15.5	12.5	12.2	12.2	7.6	3.6	5.6	11.3
Durable goods	100.0	6.6	3.9	8.3	8.8	6.1	16.2	10.5	12.3	13.2	6.6	1.8	5.7	10.0
Nondurable goods	100.0	5.3	7.9	-	2.6	6.6	13.2	18.4	11.8	9.2	10.5	9.2	5.3	13.5
Transportation and public utilities	100.0	4.6	.7	4.0	4.6	3.3	10.6	13.9	11.9	15.2	13.2	9.3	9.6	18.0
Wholesale and retail trade	100.0	11.0	10.2	9.3	5.9	13.6	16.1	11.0	5.9	10.2	1.7	3.4	1.7	5.0
Service and finance	100.0	13.0	1.1	3.3	7.6	13.0	25.0	17.4	8.7	6.5	2.2	-	2.2	6.7

[1] Less than 0.05 percent.
[2] Percent and median not shown where base is less than 75,000.

Table I. Years of school completed: Tenure on current job, by age and sex, January 1968

(Percent distribution)

Years of school completed, sex, and age	Total	Period when current job started											Median years on job
		July 1967–Jan. 1968	Jan.–Dec. 1967	Jan.–Dec. 1966	Jan.–Dec. 1965	Jan. 1963–Dec. 1964	Jan. 1958–Dec. 1962	Jan. 1953–Dec. 1957	Jan. 1948–Dec. 1952	Jan. 1943–Dec. 1947	Jan. 1938–Dec. 1942	Jan. 1933–Dec. 1937	Prior to Jan. 1933	
MEN														
Total, 25 to 34 years old	100.0	17.4	8.9	14.3	11.8	15.6	22.8	8.0	1.2	0.1	-	-	-	2.8
Elementary:														
8 years or less	100.0	21.1	10.0	14.3	10.3	13.5	19.8	8.6	2.1	0.2	-	-	-	2.4
High school:														
1 to 3 years	100.0	19.9	9.8	12.8	12.1	15.3	20.6	7.8	1.7	.1	-	-	-	2.6
4 years	100.0	15.1	8.4	13.2	11.5	15.5	24.6	10.1	1.5	.1	-	-	-	3.2
College:														
1 to 3 years	100.0	16.0	9.2	15.5	10.5	16.4	24.4	7.5	.4	-	-	-	-	2.8
4 years or more	100.0	19.2	8.1	17.3	14.2	16.8	20.8	3.4	.2	.1	-	-	-	2.3
Total, 35 to 44 years old	100.0	11.0	6.3	8.4	6.5	9.8	18.6	18.2	14.1	6.0	0.9	[1]	0.4	6.9
Elementary:														
8 years or less	100.0	15.5	6.8	9.1	7.5	10.0	16.9	15.1	12.8	4.9	0.9	[1]	0.5	5.3
High school:														
1 to 3 years	100.0	10.9	7.2	8.3	6.2	9.5	19.2	15.7	14.7	6.9	1.0	-	.4	6.6
4 years	100.0	10.0	5.6	7.1	5.6	9.8	16.7	18.8	16.0	8.6	1.2	0.1	.5	8.4
College:														
1 to 3 years	100.0	11.0	6.5	8.7	8.3	9.0	15.7	19.7	14.3	5.3	1.1	-	.3	7.0
4 years or more	100.0	8.5	6.2	9.7	6.2	10.1	24.7	21.4	11.1	1.8	.3	.1	.1	6.6
Total, 45 to 54 years old	100.0	7.9	3.9	6.3	5.4	8.0	14.9	13.3	14.6	13.0	8.3	3.3	1.3	11.3
Elementary:														
8 years or less	100.0	9.2	5.2	6.2	5.5	7.7	15.1	13.5	13.8	10.9	7.8	3.2	1.7	10.3
High school:														
1 to 3 years	100.0	7.2	3.8	5.8	5.3	7.4	14.1	14.4	14.8	12.6	8.9	4.0	1.8	12.2
4 years	100.0	7.6	3.3	5.6	5.3	8.1	14.6	12.3	14.0	15.0	9.3	3.8	1.0	12.2
College:														
1 to 3 years	100.0	8.2	3.5	8.1	8.0	8.6	15.1	12.4	14.0	11.4	7.0	2.5	1.0	9.3
4 years or more	100.0	6.6	3.1	8.0	3.8	8.5	15.9	14.1	18.0	13.7	6.4	1.3	.5	11.4
Total, 55 years old and over	100.0	7.0	3.4	4.4	4.5	6.9	13.4	11.3	9.9	11.2	8.0	6.7	13.4	14.6
Elementary:														
8 years or less	100.0	7.6	3.9	4.4	4.7	7.1	13.4	11.2	10.5	10.2	7.0	6.1	13.8	13.9
High school:														
1 to 3 years	100.0	7.6	3.2	4.2	3.6	6.7	14.0	12.1	9.9	12.1	8.2	5.5	13.1	14.4
4 years	100.0	6.9	3.3	4.3	5.2	7.0	12.5	10.6	10.1	11.6	8.4	7.3	12.7	15.0
College:														
1 to 3 years	100.0	6.4	2.4	4.0	5.2	7.1	12.8	11.4	9.2	11.4	8.2	8.9	13.0	15.4
4 years or more	100.0	4.7	2.4	4.9	3.4	5.8	14.6	11.5	7.2	12.6	10.5	8.1	14.2	16.8
WOMEN														
Total, 25 to 34 years old	100.0	29.6	10.8	16.0	11.2	12.4	14.5	4.9	0.7	-	-	-	-	1.6
Elementary:														
8 years or less	100.0	39.2	11.4	15.0	6.5	11.2	12.0	3.5	1.1	-	-	-	-	0.9
High school:														
1 to 3 years	100.0	34.4	13.3	13.8	9.7	13.3	11.7	2.9	1.0	-	-	-	-	1.1
4 years	100.0	26.5	11.8	15.2	11.7	12.0	15.5	6.6	.8	-	-	-	-	1.7
College:														
1 to 3 years	100.0	27.8	11.2	18.7	12.6	10.7	14.3	4.6	.2	-	-	-	-	1.6
4 years or more	100.0	30.3	3.5	19.5	12.6	14.7	16.1	2.7	.6	-	-	-	-	1.8
Total, 35 to 44 years old	100.0	19.3	8.6	13.5	9.4	12.8	18.4	9.6	5.0	2.5	0.5	[1]	0.2	2.9
Elementary:														
8 years or less	100.0	22.7	8.8	11.9	9.2	13.7	17.0	9.0	6.2	1.1	0.3	-	0.1	2.7
High school:														
1 to 3 years	100.0	20.8	9.9	11.6	8.7	13.2	18.4	8.8	5.1	3.0	.3	-	.1	2.8
4 years	100.0	17.3	9.1	15.0	9.4	12.1	18.1	10.0	4.9	2.9	.7	[1]	.4	2.9
College:														
1 to 3 years	100.0	20.8	9.5	13.3	10.2	13.7	15.7	8.7	4.6	2.9	.7	-	-	2.6
4 years or more	100.0	19.6	3.1	13.0	10.2	13.4	23.6	10.6	4.8	1.5	-	-	.2	3.6
Total, 45 to 54 years old	100.0	12.5	6.0	10.4	7.9	12.2	20.2	13.4	7.4	5.5	2.5	0.9	1.0	5.1
Elementary:														
8 years or less	100.0	17.2	6.8	9.7	7.4	12.1	17.4	13.6	5.9	5.8	2.2	0.9	0.9	4.4
High school:														
1 to 3 years	100.0	12.1	6.9	8.9	8.8	12.2	20.1	14.4	8.4	4.6	1.5	.7	1.3	5.2
4 years	100.0	10.7	5.8	11.5	7.8	12.4	21.5	12.8	7.3	5.6	2.5	1.0	1.1	5.3
College:														
1 to 3 years	100.0	11.4	6.6	12.1	10.8	12.5	19.5	11.4	6.6	3.8	3.4	.8	.9	4.4
4 years or more	100.0	11.4	3.0	7.9	5.4	11.4	22.1	15.9	9.6	7.6	3.9	1.1	.7	7.5
Total, 55 years old and over	100.0	10.9	3.9	6.9	5.0	8.1	18.7	15.3	11.9	6.8	4.0	2.4	6.1	8.9
Elementary:														
8 years or less	100.0	12.8	4.4	8.3	6.0	8.2	15.7	15.7	11.5	6.5	4.0	1.5	5.4	8.1
High school:														
1 to 3 years	100.0	11.0	4.7	7.2	5.3	10.0	20.0	14.3	12.0	5.3	3.1	2.2	4.9	7.7
4 years	100.0	9.7	4.4	6.1	5.1	8.7	19.7	15.6	12.1	6.6	4.0	2.1	5.8	8.9
College:														
1 to 3 years	100.0	9.4	2.3	6.8	3.2	6.6	22.3	14.9	12.6	6.4	4.0	4.7	6.8	9.8
4 years or more	100.0	9.8	1.6	4.5	3.1	4.9	19.3	15.1	12.0	10.7	5.5	3.8	9.6	12.3

[1] Less than 0.05 percent.

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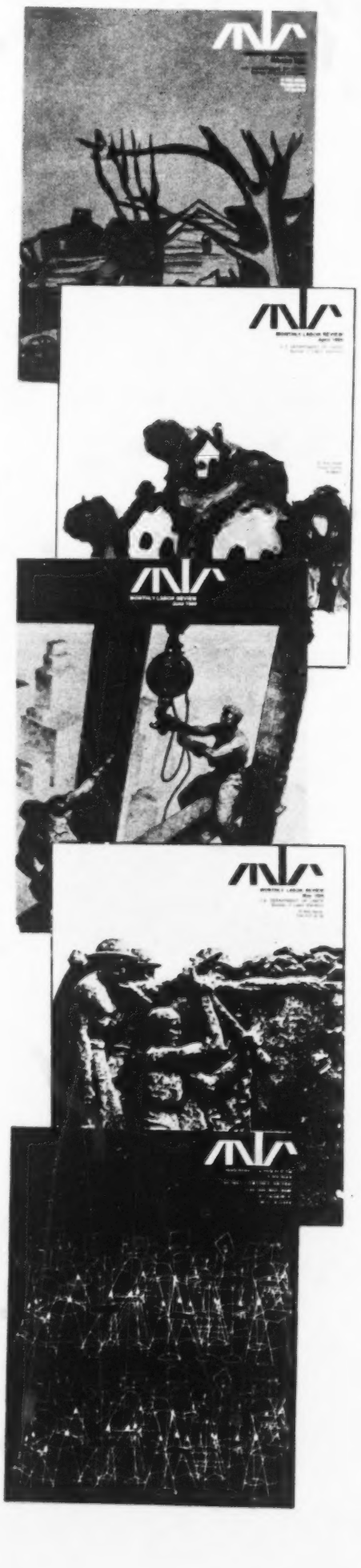

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61 A Portrait of the Unemployed
62 Work Experience of the Population in 1964
63 Multiple Jobholders in May 1965
64 Marital and Family Characteristics of Workers in March 1965
65 Educational Attainment of Workers in March 1965
66 Employment of High School Graduates and Dropouts in 1965
67 An Experimental Study of Repeated Unemployment
68 Employment of School Age Youth in October 1965
69 Labor Force and Employment in 1965 (Did not appear in the Review)
70 The Effects of Employment Redistribution on Earnings
71 Out-of-School Youth—2 Years Later
72 Overtime Hours and Premium Pay
73 Labor Force Projections by Color, 1970–80
74 Labor Force Projections by State, 1970 and 1980
75 Poverty Areas of Our Major Cities
76 Work Experience of the Population in 1965
77 Job Tenure of Workers in January 1966
78 Why the Unemployed Looked for Work
79 Adult Men Not in the Labor Force
80 Marital and Family Characteristics of Workers, March 1966
81 Overtime Hours and Premium Pay
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83 Educational Attainment of Workers, March 1966
84 Occupational Mobility of Employed Workers
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88 Changes in Occupational Employment Over the Past Decade
89 Short Workweeks and Underemployment
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96 Jobless Trends in 20 Large Metropolitan Areas
97 Work Plans of Men Not in the Labor Force, February 1967
98 Employment of School Age Youth, October 1967
99 Unemployment in the American Family
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102 The Negro Job Situation: Has It Improved?
103 Educational Attainment of Workers, March 1968
104 Men in Poverty Neighborhoods: A Status Report
105 Effect of the Census Undercount on Labor Force Estimates
106 Job Losers, Leavers, and Entrants
107 Work Experience of the Population in 1967
108 Employment of High School Graduates and Dropouts, October 1968
109 Employment in Urban Poverty Neighborhoods
110 Persons Not in the Labor Force
111 Employment Status of School Age Youth, October 1968